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POSITION CLASSIFICATION AND UNION PAY PLAN

SALARY SCHEDULES

The salary schedules, including a range of pay for each grade, are set forth in the schedules attached hereto.

In addition, there shall be a salary grade for salaries established by state statute, and salary grades which shall be used for flat or single rates, rather than salary ranges.

I. GENERAL INTENT

It is the intent of the Board of Commissioners of Cook County that all provisions of this resolution shall apply to all designated officers and/or employees, without regard to race, color, gender, age, religion, disability, national origin, ancestry, sexual orientation, gender identity, marital status, parental status, military discharge status, source of income or housing.

II. ENTRY RATE

A new employee entering the County service shall be paid the minimum salary provided in the salary grade in which the job has been placed. An employee who is separated from the County payroll for reasons other than disability, leave of absence or termination for cause shall be eligible to receive the salary received at the time of separation if the employee returns within 30 calendar days from the date of separation unless otherwise required in the relevant collective bargaining agreement.

III. APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT

Employees compensated according to the salary schedules shall be required to work a minimum of one year at each step, except where elsewhere provided for in this section.

In general, the following rules shall apply unless otherwise required in the relevant collective bargaining agreement:

- A. Step advances shall be granted upon completion of one year of continuous service in each step until the maximum salary is reached except as provided for personnel employed at the first step of the following salary schedules and grades:

SCHEDULE II Grades FA through FF

SCHEDULE VIII Grades CA through CK

SCHEDULE IX Grades DA through DK

- B. Anniversary step advancement will be effective the first full pay period following the employee's anniversary date.
- C. Eligibility for longevity step advancement and longevity step placement must be in conformance with the regulations as established in the respective salary schedules.
- D. Eligibility for step placement for Trades Apprentices shall be in accordance with provisions as set forth in agreement between the County and respective trades.

IV. EXISTING RATES

An employee whose compensation is above the maximum salary of the salary grade in which the job classification has been placed shall not have the salary reduced during the incumbency in the job classification held as of the date of this resolution unless the reduction is authorized by the Cook County Board of Commissioners pursuant to the implementation of shutdown days, a furlough program, unpaid holidays or another program established to address a budget deficit, or loss in salary resulting from unpaid leave or zero days.

No salary shall be raised if it exceeds the maximum salary of the salary grade in which the job has been placed.

An employee whose salary is within the limits of the salary grade in which the position is placed, but does not correspond to one of the established steps of the salary grade, shall be eligible for an increase to the first established step above the present salary at the time of the employee's next anniversary as required by the applicable collective bargaining agreement.

V. TRANSFERS OR CHANGES OF POSITIONS

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary he or she has been receiving at the time of transfer, provided the budget of the department to which he or she has been transferred can accommodate the salary and, if not, the employee shall be eligible to have the salary received prior to the transfer restored at the earliest possible date. Such movement shall not set a new anniversary date.

VI. PROMOTIONS

An employee who is promoted to a position in a higher salary grade shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least two steps above the salary received at the time the promotion is made, provided that:

- A. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
- B. The new salary is not below the first step established for the grade to which the employee is promoted.
- C. Years of service requirements are fulfilled concerning longevity step placement. If years of service requirements are met, the employee will be placed at the appropriate step that provides a salary increase that complies with longevity requirements.
- D. A previous promotion has not been given within the same fiscal year.
- E. The budget of the department to which the employee is assigned can accommodate the salary.
- F. In all cases, an employee must spend at least 6 months in the job classification from which he or she is being promoted.

If an employee has been given a previous promotion within the same fiscal year, the employee shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least one step above the salary received immediately prior to the time the promotion is made. However, in all cases such salary will be in conformity with the provisions of (A), (B), (C), (E) and (F) above.

In all cases of promotion, the effective date will set a new anniversary date and a new probationary period unless otherwise required in the relevant collective bargaining agreement.

VII. DEMOTIONS

The following shall apply to demotions from one grade to another:

- A. An employee demoted to a position in a lower salary grade shall have the rate of pay or salary adjusted in the new position to the same rate of pay of the new salary grade as in the grade from which the employee is demoted. The employee's anniversary date does not change.
- B. An employee promoted to a position in a higher salary grade and subsequently demoted to a position in a lower salary grade shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which he or she was promoted. The effective date of the promotion will set a new anniversary date.

VIII. RECLASSIFICATION OF POSITIONS

An employee whose position is reclassified to a lower classification shall continue to receive compensation at the same rate received immediately prior to reclassification. Such action shall not change the employee's anniversary date. If the salary rate received immediately prior to reclassification is less than the last step rate of the lower classification, the employee shall be entitled to further step advancement.

An employee's salary may not align to a salary rate on the new lower grade. In such cases, the employee will receive the rate of pay closest to that received immediately prior to the reclassification that does not result in a decrease in pay and will advance to the next step of the new grade that provides a salary increase upon the employee's anniversary date.

An employee whose position is reclassified to a lower grade and whose salary exceeds the maximum of the lower grade shall remain at the same salary received prior to the reclassification, not be eligible for a longevity bonus and be frozen at such rate until the applicable salary range of the new grade is adjusted over time and the employee is placed on a step which exceeds the frozen salary on the employee's anniversary rate.

An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade which provides a salary increase not to exceed two steps above the salary received at the time of the reclassification. Such action will change the employee's anniversary date. In all cases of reclassification, the employee shall receive at least the first step of the grade to which the position is reclassified. In no cases, shall an employee be paid below the minimum salary rate of the higher graded position.

An employee whose job is reclassified to a classification in the same grade shall be placed in the same step the employee was assigned to prior to such reclassification and shall retain the same salary received in the prior classification.

IX. UPGRADING OF POSITIONS

An employee whose position is upgraded shall be placed in the first step of the new grade which is at least the same as the salary the employee was receiving prior to being upgraded.

In all cases of upgrading, the employee shall receive at least the first step of the new grade. Upon assignment to the higher grade, employees shall be required to work a minimum of one year in the new step prior to being eligible for a step increase, except where elsewhere provided in the respective Salary Schedule. In no case shall an employee be paid below the salary rate of the higher graded position. The employee's anniversary date will change, effective the date of the upgrade.

X. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

The salary rates prescribed in the Salary Schedule I are fixed on the basis of full-time service for normal work weeks of 40 hours unless otherwise defined in the applicable collective bargaining agreement. The salary rates of salary schedules other than Schedule I are likewise fixed on the basis of full-time service, with designations as to the constitution of a normal work week left to the department heads involved. For positions which are classified as Exempt under the Fair Labor Standards Act (FLSA), the normal work week of 40 hours generally applies, but the compensation is intended to be appropriate for the class regardless of variations in the time that may be required to satisfactorily fulfill the responsibilities of the positions.

XI. PREVAILING RATE POSITIONS

A prevailing rate position is hereby defined as one for which the rate is established under the acceptable evidence of the wage prevailing in industry. Such positions are usually craft, labor or trade positions, and are not paid under the provisions of the position classification and compensation plan schedules.

XII. SALARIES AND WAGES OF EXTRA EMPLOYEES

Titles and grades of employees on the Extra Account shall be the same as those of positions on the Regular Account unless authorized in advance by the Chief, Bureau of Human Resources. All such positions shall conform to the provisions of this resolution.

XIII. CONTINUITY OF SERVICE

Absence from County service due to leave without pay for periods in excess of 30 calendar days, all suspensions, layoffs for more than 30 calendar days but less than one year, and all absences without leave shall be deducted in computing total continuous service and will effect a change in the anniversary date.

Seasonal employment of less than 120 calendar days in any calendar year shall not be credited toward continuity of service.

XIV. GENERAL PROVISIONS

All changes in pay shall be implemented the first full pay period following the effective date.

Notwithstanding these provisions as set forth, the Board of Commissioners of Cook County may in its discretion limit the amount of salary increases, step advancements, cost of living increases or non-compounding cost of living allowances for any or all employees or provide for salary rates in excess of those prescribed. In addition, certain procedures may be in use at the Cook County Health and Hospital System (CCHHS), that are unique to the nature of its operation and may deviate somewhat from these provisions as set forth.

Any change in the job classification title terminology not involving a change in the major duties of the job will not affect the status of the employee, including eligibility for increases within a specific salary grade.

The Board of Commissioners may in its discretion adopt certain procedures in compliance with state guidelines or recommendations related to the compensation of Circuit Court probation service officers.

All questions concerning the specific application of the provisions of this resolution shall be interpreted and resolved by the Chief, Bureau of Human Resources.

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
GENERAL**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	After 1 Year at	After 1 Year at	After 1 Year at
								1st Longevity	2nd Longevity	3rd Longevity
							After 2 Years	Rate & 10	Rate & 15	Rate & 20
							At 5th Step	Years Service	Years Service	Years Service
							7th Step	8th Step	9th Step	
9	Hourly	15.316	16.011	16.790	17.601	18.412	19.288	19.837	20.036	20.626
	Bi-Weekly	1,225.28	1,280.88	1,343.20	1,408.08	1,472.96	1,543.04	1,586.96	1,602.88	1,650.08
	Annual	31,857	33,302	34,923	36,610	38,296	40,119	41,260	41,674	42,902
10	Hourly	16.405	17.172	17.979	18.849	19.755	20.679	21.073	21.296	21.926
	Bi-Weekly	1,312.40	1,373.76	1,438.32	1,507.92	1,580.40	1,654.32	1,685.84	1,703.68	1,754.08
	Annual	34,122	35,717	37,396	39,205	41,090	43,012	43,831	44,295	45,606
11	Hourly	17.601	18.412	19.289	20.189	21.187	22.260	22.707	22.916	23.619
	Bi-Weekly	1,408.08	1,472.96	1,543.12	1,615.12	1,694.96	1,780.80	1,816.56	1,833.28	1,889.52
	Annual	36,610	38,296	40,121	41,993	44,068	46,300	47,230	47,665	49,127
12	Hourly	18.850	19.755	20.679	21.676	22.790	23.846	24.312	24.555	25.301
	Bi-Weekly	1,508.00	1,580.40	1,654.32	1,734.08	1,823.20	1,907.68	1,944.96	1,964.40	2,024.08
	Annual	39,208	41,090	43,012	45,086	47,403	49,599	50,568	51,074	52,626
13	Hourly	20.189	21.187	22.260	23.335	24.392	25.613	26.124	26.374	27.172
	Bi-Weekly	1,615.12	1,694.96	1,780.80	1,866.80	1,951.36	2,049.04	2,089.92	2,109.92	2,173.76
	Annual	41,993	44,068	46,300	48,536	50,735	53,275	54,337	54,857	56,517
14	Hourly	21.602	22.790	23.846	25.049	26.235	27.481	28.048	28.327	29.182
	Bi-Weekly	1,728.16	1,823.20	1,907.68	2,003.92	2,098.80	2,198.48	2,243.84	2,266.16	2,334.56
	Annual	44,932	47,403	49,599	52,101	54,568	57,160	58,339	58,920	60,698
15	Hourly	23.335	24.392	25.613	26.881	28.231	29.561	30.157	30.465	31.373
	Bi-Weekly	1,866.80	1,951.36	2,049.04	2,150.48	2,258.48	2,364.88	2,412.56	2,437.20	2,509.84
	Annual	48,536	50,735	53,275	55,912	58,720	61,486	62,726	63,367	65,255
16	Hourly	25.049	26.236	27.481	28.795	30.183	31.583	32.234	32.546	33.528
	Bi-Weekly	2,003.92	2,098.88	2,198.48	2,303.60	2,414.64	2,526.64	2,578.72	2,603.68	2,682.24
	Annual	52,101	54,570	57,160	59,893	62,780	65,692	67,046	67,695	69,738
17	Hourly	26.881	28.233	29.561	30.936	32.465	34.071	34.736	35.069	36.129
	Bi-Weekly	2,150.48	2,258.64	2,364.88	2,474.88	2,597.20	2,725.68	2,778.88	2,805.52	2,890.32
	Annual	55,912	58,724	61,486	64,346	67,527	70,867	72,250	72,943	75,148
18	Hourly	28.795	30.183	31.583	33.154	34.682	36.395	37.139	37.491	38.651
	Bi-Weekly	2,303.60	2,414.64	2,526.64	2,652.32	2,774.56	2,911.60	2,971.12	2,999.28	3,092.08
	Annual	59,893	62,780	65,692	68,960	72,138	75,701	77,249	77,981	80,394
19	Hourly	31.583	33.154	34.682	36.395	38.115	39.942	40.549	40.945	42.185
	Bi-Weekly	2,526.64	2,652.32	2,774.56	2,911.60	3,049.20	3,195.36	3,243.92	3,275.60	3,374.80
	Annual	65,692	68,960	72,138	75,701	79,279	83,079	84,341	85,165	87,744
20	Hourly	34.682	36.395	38.115	39.942	41.827	43.869	44.513	44.944	46.300
	Bi-Weekly	2,774.56	2,911.60	3,049.20	3,195.36	3,346.16	3,509.52	3,561.04	3,595.52	3,704.00
	Annual	72,138	75,701	79,279	83,079	87,000	91,247	92,587	93,483	96,304
21	Hourly	38.115	39.942	41.827	43.869	45.951	48.187	48.901	49.388	50.887
	Bi-Weekly	3,049.20	3,195.36	3,346.16	3,509.52	3,676.08	3,854.96	3,912.08	3,951.04	4,070.96
	Annual	79,279	83,079	87,000	91,247	95,578	100,228	101,714	102,727	105,844
22	Hourly	41.827	43.869	45.951	48.187	50.425	52.855	53.632	54.165	55.789
	Bi-Weekly	3,346.16	3,509.52	3,676.08	3,854.96	4,034.00	4,228.40	4,290.56	4,333.20	4,463.12
	Annual	87,000	91,247	95,578	100,228	104,884	109,938	111,554	112,663	116,041
23	Hourly	43.869	45.951	48.187	50.425	52.855	55.486	56.308	56.869	58.588
	Bi-Weekly	3,509.52	3,676.08	3,854.96	4,034.00	4,228.40	4,438.88	4,504.64	4,549.52	4,687.04
	Annual	91,247	95,578	100,228	104,884	109,938	115,410	117,120	118,287	121,863

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
GENERAL - TEAMSTERS 700**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 1	After 1	After 1
											Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
											After 2 Years At 5th Step		
9	Hourly	15,316	15,660	16,422	17,213	18,007	18,865	19,400	19,595	20,174			
	Bi-Weekly	1,225.28	1,252.80	1,313.76	1,377.04	1,440.56	1,509.20	1,552.00	1,567.60	1,613.92			
	Annual	31,857	32,572	34,157	35,803	37,454	39,239	40,352	40,757	41,961			
10	Hourly	16,405	17,172	17,979	18,850	19,755	20,679	21,073	21,296	21,927			
	Bi-Weekly	1,312.40	1,373.76	1,438.32	1,508.00	1,580.40	1,654.32	1,685.84	1,703.68	1,754.16			
	Annual	34,122	35,717	37,396	39,208	41,090	43,012	43,831	44,295	45,608			
11	Hourly	17,600	18,412	19,288	20,189	21,187	22,262	22,707	22,916	23,620			
	Bi-Weekly	1,408.00	1,472.96	1,543.04	1,615.12	1,694.96	1,780.96	1,816.56	1,833.28	1,889.60			
	Annual	36,608	38,296	40,119	41,993	44,068	46,304	47,230	47,665	49,129			
12	Hourly	18,850	19,755	20,679	21,677	22,789	23,845	24,312	24,555	25,302			
	Bi-Weekly	1,508.00	1,580.40	1,654.32	1,734.16	1,823.12	1,907.60	1,944.96	1,964.40	2,024.16			
	Annual	39,208	41,090	43,012	45,088	47,401	49,597	50,568	51,074	52,628			
13	Hourly	20,189	21,187	22,262	23,335	24,392	25,614	26,124	26,374	27,172			
	Bi-Weekly	1,615.12	1,694.96	1,780.96	1,866.80	1,951.36	2,049.12	2,089.92	2,109.92	2,173.76			
	Annual	41,993	44,068	46,304	48,536	50,735	53,277	54,337	54,857	56,517			
14	Hourly	21,677	22,789	23,845	25,049	26,236	27,481	28,048	28,328	29,183			
	Bi-Weekly	1,734.16	1,823.12	1,907.60	2,003.92	2,098.88	2,198.48	2,243.84	2,266.24	2,334.64			
	Annual	45,088	47,401	49,597	52,101	54,570	57,160	58,339	58,922	60,700			
15	Hourly	23,335	24,392	25,614	26,881	28,233	29,561	30,157	30,465	31,374			
	Bi-Weekly	1,866.80	1,951.36	2,049.12	2,150.48	2,258.64	2,364.88	2,412.56	2,437.20	2,509.92			
	Annual	48,536	50,735	53,277	55,912	58,724	61,486	62,726	63,367	65,257			
16	Hourly	25,049	26,236	27,481	28,795	30,183	31,583	32,234	32,546	33,528			
	Bi-Weekly	2,003.92	2,098.88	2,198.48	2,303.60	2,414.64	2,526.64	2,578.72	2,603.68	2,682.24			
	Annual	52,101	54,570	57,160	59,893	62,780	65,692	67,046	67,695	69,738			
17	Hourly	26,881	28,233	29,561	30,936	32,465	34,071	34,736	35,069	36,129			
	Bi-Weekly	2,150.48	2,258.64	2,364.88	2,474.88	2,597.20	2,725.68	2,778.88	2,805.52	2,890.32			
	Annual	55,912	58,724	61,486	64,346	67,527	70,867	72,250	72,943	75,148			
18	Hourly	28,795	30,183	31,583	33,154	34,682	36,394	37,139	37,491	38,651			
	Bi-Weekly	2,303.60	2,414.64	2,526.64	2,652.32	2,774.56	2,911.52	2,971.12	2,999.28	3,092.08			
	Annual	59,893	62,780	65,692	68,960	72,138	75,699	77,249	77,981	80,394			
19	Hourly	31,583	33,154	34,682	36,394	38,115	39,941	40,549	40,945	42,185			
	Bi-Weekly	2,526.64	2,652.32	2,774.56	2,911.52	3,049.20	3,195.28	3,243.92	3,275.60	3,374.80			
	Annual	65,692	68,960	72,138	75,699	79,279	83,077	84,341	85,165	87,744			
20	Hourly	34,682	36,394	38,115	39,941	41,827	43,870	44,513	44,944	46,300			
	Bi-Weekly	2,774.56	2,911.52	3,049.20	3,195.28	3,346.16	3,509.60	3,561.04	3,595.52	3,704.00			
	Annual	72,138	75,699	79,279	83,077	87,000	91,249	92,587	93,483	96,304			
21	Hourly	38,115	39,941	41,827	43,870	45,951	48,186	48,901	49,387	50,888			
	Bi-Weekly	3,049.20	3,195.28	3,346.16	3,509.60	3,676.08	3,854.88	3,912.08	3,950.96	4,071.04			
	Annual	79,279	83,077	87,000	91,249	95,578	100,226	101,714	102,724	105,847			
22	Hourly	41,827	43,870	45,951	48,186	50,426	52,855	53,631	54,165	55,788			
	Bi-Weekly	3,346.16	3,509.60	3,676.08	3,854.88	4,034.08	4,228.40	4,290.48	4,333.20	4,463.04			
	Annual	87,000	91,249	95,578	100,226	104,886	109,938	111,552	112,663	116,039			
23	Hourly	43,870	45,951	48,186	50,426	52,855	55,486	56,307	56,869	58,588			
	Bi-Weekly	3,509.60	3,676.08	3,854.88	4,034.08	4,228.40	4,438.88	4,504.56	4,549.52	4,687.04			
	Annual	91,249	95,578	100,226	104,886	109,938	115,410	117,118	118,287	121,863			

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
CORPORATE - SEIU LOCAL 73**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>		<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
												<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
												<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
												<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
												<u>Years</u>	<u>Years</u>	<u>Years</u>
												<u>Service</u>	<u>Service</u>	<u>Service</u>
												<u>After 2</u>		
												<u>Years At</u>		
												<u>5th Step</u>		
9	Hourly	15.316	16.011	16.790	17.601	18.412	19.289	19.837	20.036	20.626				
	Bi-Weekly	1,225.28	1,280.88	1,343.20	1,408.08	1,472.96	1,543.12	1,586.96	1,602.88	1,650.08				
	Annual	31,857	33,302	34,923	36,610	38,296	40,121	41,260	41,674	42,902				
10	Hourly	16.405	17.172	17.979	18.849	19.755	20.679	21.073	21.296	21.926				
	Bi-Weekly	1,312.40	1,373.76	1,438.32	1,507.92	1,580.40	1,654.32	1,685.84	1,703.68	1,754.08				
	Annual	34,122	35,717	37,396	39,205	41,090	43,012	43,831	44,295	45,606				
11	Hourly	17.601	18.412	19.289	20.189	21.187	22.260	22.707	22.916	23.619				
	Bi-Weekly	1,408.08	1,472.96	1,543.12	1,615.12	1,694.96	1,780.80	1,816.56	1,833.28	1,889.52				
	Annual	36,610	38,296	40,121	41,993	44,068	46,300	47,230	47,665	49,127				
12	Hourly	18.849	19.755	20.679	21.676	22.790	23.846	24.312	24.555	25.301				
	Bi-Weekly	1,507.92	1,580.40	1,654.32	1,734.08	1,823.20	1,907.68	1,944.96	1,964.40	2,024.08				
	Annual	39,205	41,090	43,012	45,086	47,403	49,599	50,568	51,074	52,626				
13	Hourly	20.189	21.187	22.260	23.335	24.392	25.613	26.124	26.374	27.172				
	Bi-Weekly	1,615.12	1,694.96	1,780.80	1,866.80	1,951.36	2,049.04	2,089.92	2,109.92	2,173.76				
	Annual	41,993	44,068	46,300	48,536	50,735	53,275	54,337	54,857	56,517				
14	Hourly	21.676	22.790	23.846	25.049	26.235	27.481	28.048	28.327	29.182				
	Bi-Weekly	1,734.08	1,823.20	1,907.68	2,003.92	2,098.80	2,198.48	2,243.84	2,266.16	2,334.56				
	Annual	45,086	47,403	49,599	52,101	54,568	57,160	58,339	58,920	60,698				
15	Hourly	23.335	24.392	25.613	26.881	28.231	29.561	30.157	30.465	31.373				
	Bi-Weekly	1,866.80	1,951.36	2,049.04	2,150.48	2,258.48	2,364.88	2,412.56	2,437.20	2,509.84				
	Annual	48,536	50,735	53,275	55,912	58,720	61,486	62,726	63,367	65,255				
16	Hourly	25.049	26.235	27.481	28.795	30.184	31.583	32.234	32.547	33.527				
	Bi-Weekly	2,003.92	2,098.80	2,198.48	2,303.60	2,414.72	2,526.64	2,578.72	2,603.76	2,682.16				
	Annual	52,101	54,568	57,160	59,893	62,782	65,692	67,046	67,697	69,736				
17	Hourly	26.881	28.231	29.561	30.936	32.465	34.071	34.736	35.070	36.129				
	Bi-Weekly	2,150.48	2,258.48	2,364.88	2,474.88	2,597.20	2,725.68	2,778.88	2,805.60	2,890.32				
	Annual	55,912	58,720	61,486	64,346	67,527	70,867	72,250	72,945	75,148				
18	Hourly	28.795	30.184	31.583	33.154	34.682	36.395	37.139	37.491	38.651				
	Bi-Weekly	2,303.60	2,414.72	2,526.64	2,652.32	2,774.56	2,911.60	2,971.12	2,999.28	3,092.08				
	Annual	59,893	62,782	65,692	68,960	72,138	75,701	77,249	77,981	80,394				
19	Hourly	31.583	33.154	34.682	36.395	38.115	39.942	40.549	40.945	42.185				
	Bi-Weekly	2,526.64	2,652.32	2,774.56	2,911.60	3,049.20	3,195.36	3,243.92	3,275.60	3,374.80				
	Annual	65,692	68,960	72,138	75,701	79,279	83,079	84,341	85,165	87,744				
20	Hourly	34.682	36.395	38.115	39.942	41.827	43.869	44.513	44.944	46.300				
	Bi-Weekly	2,774.56	2,911.60	3,049.20	3,195.36	3,346.16	3,509.52	3,561.04	3,595.52	3,704.00				
	Annual	72,138	75,701	79,279	83,079	87,000	91,247	92,587	93,483	96,304				
21	Hourly	38.115	39.942	41.827	43.869	45.951	48.187	48.901	49.388	50.887				
	Bi-Weekly	3,049.20	3,195.36	3,346.16	3,509.52	3,676.08	3,854.96	3,912.08	3,951.04	4,070.96				
	Annual	79,279	83,079	87,000	91,247	95,578	100,228	101,714	102,727	105,844				
22	Hourly	41.827	43.869	45.951	48.187	50.425	52.855	53.632	54.165	55.789				
	Bi-Weekly	3,346.16	3,509.52	3,676.08	3,854.96	4,034.00	4,228.40	4,290.56	4,333.20	4,463.12				
	Annual	87,000	91,247	95,578	100,228	104,884	109,938	111,554	112,663	116,041				
23	Hourly	43.869	45.951	48.187	50.425	52.855	55.486	56.308	56.869	58.588				
	Bi-Weekly	3,509.52	3,676.08	3,854.96	4,034.00	4,228.40	4,438.88	4,504.64	4,549.52	4,687.04				
	Annual	91,247	95,578	100,228	104,884	109,938	115,410	117,120	118,287	121,863				

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TELECOMMUNICATOR-SHERIFF - MAP 261**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
17	Hourly	26.881	28.233	29.561	30.936	32.465	34.071	34.736	35.069	36.129
	Bi-Weekly	2,150.48	2,258.64	2,364.88	2,474.88	2,597.20	2,725.68	2,778.88	2,805.52	2,890.32
	Annual	55,912	58,724	61,486	64,346	67,527	70,867	72,250	72,943	75,148

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TELECOMMUNICATOR SUPERVISOR SHERIFF - MAP 507**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
19	Hourly	31.583	33.154	34.682	36.395	38.115	39.942	40.549	40.945	42.185
	Bi-Weekly	2,526.64	2,652.32	2,774.56	2,911.60	3,049.20	3,195.36	3,243.92	3,275.60	3,374.80
	Annual	65,692	68,960	72,138	75,701	79,279	83,079	84,341	85,165	87,744

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OPR ONLY**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1	After 1	After 1
										Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
21 Hourly	39.086	40.961	42.895	44.992	47.125	49.416	50.149	50.650	52.186			
Bi-Weekly	3,126.88	3,276.88	3,431.60	3,599.36	3,770.00	3,953.28	4,011.92	4,052.00	4,174.88			
Annual	81,298	85,198	89,221	93,583	98,020	102,785	104,309	105,352	108,546			

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	After 1	After 1	After 1	After 1
												Year at 1st	Year at 2nd	Year at 3rd	Year at 4th
												Longevity	Longevity	Longevity	Longevity
												Rate & 10	Rate & 12	Rate & 15	Rate & 20
												Years	Years	Years	Years
												Service	Service	Service	Service
												After 2			
												Years At			
												5th Step			
9	Hourly	15.316	15.660	16.422	17.213	18.007	19.289	19.723	19.919	20.166	21.081				
	Bi-Weekly	1,225.28	1,252.80	1,313.76	1,377.04	1,440.56	1,543.12	1,577.84	1,593.52	1,613.28	1,686.48				
	Annual	31,857	32,572	34,157	35,803	37,454	40,121	41,023	41,431	41,945	43,848				
10	Hourly	16.405	17.172	17.979	18.850	19.755	20.679	21.145	21.357	21.617	22.601				
	Bi-Weekly	1,312.40	1,373.76	1,438.32	1,508.00	1,580.40	1,654.32	1,691.60	1,708.56	1,729.36	1,808.08				
	Annual	34,122	35,717	37,396	39,208	41,090	43,012	43,981	44,422	44,963	47,010				
11	Hourly	17.600	18.412	19.288	20.189	21.187	22.260	22.763	22.991	23.274	24.329				
	Bi-Weekly	1,408.00	1,472.96	1,543.04	1,615.12	1,694.96	1,780.80	1,821.04	1,839.28	1,861.92	1,946.32				
	Annual	36,608	38,296	40,119	41,993	44,068	46,300	47,347	47,821	48,409	50,604				
12	Hourly	18.850	19.755	20.679	21.677	22.789	23.846	24.381	24.625	24.932	26.061				
	Bi-Weekly	1,508.00	1,580.40	1,654.32	1,734.16	1,823.12	1,907.68	1,950.48	1,970.00	1,994.56	2,084.88				
	Annual	39,208	41,090	43,012	45,088	47,401	49,599	50,712	51,220	51,858	54,206				
13	Hourly	20.189	21.187	22.262	23.335	24.392	25.613	26.189	26.451	26.779	27.993				
	Bi-Weekly	1,615.12	1,694.96	1,780.96	1,866.80	1,951.36	2,049.04	2,095.12	2,116.08	2,142.32	2,239.44				
	Annual	41,993	44,068	46,304	48,536	50,735	53,275	54,473	55,018	55,700	58,225				
14	Hourly	21.677	22.789	23.845	25.049	26.236	27.481	28.099	28.380	28.731	30.035				
	Bi-Weekly	1,734.16	1,823.12	1,907.60	2,003.92	2,098.88	2,198.48	2,247.92	2,270.40	2,298.48	2,402.80				
	Annual	45,088	47,401	49,597	52,101	54,570	57,160	58,445	59,030	59,760	62,472				
15	Hourly	23.335	24.392	25.614	26.881	28.233	29.561	30.225	30.528	30.905	32.305				
	Bi-Weekly	1,866.80	1,951.36	2,049.12	2,150.48	2,258.64	2,364.88	2,418.00	2,442.24	2,472.40	2,584.40				
	Annual	48,536	50,735	53,277	55,912	58,724	61,486	62,868	63,498	64,282	67,194				
16	Hourly	25.049	26.236	27.481	28.795	30.183	31.583	32.294	32.617	33.023	34.519				
	Bi-Weekly	2,003.92	2,098.88	2,198.48	2,303.60	2,414.64	2,526.64	2,583.52	2,609.36	2,641.84	2,761.52				
	Annual	52,101	54,570	57,160	59,893	62,780	65,692	67,171	67,843	68,687	71,799				
17	Hourly	26.881	28.233	29.561	30.936	32.465	34.071	34.837	35.186	35.620	37.236				
	Bi-Weekly	2,150.48	2,258.64	2,364.88	2,474.88	2,597.20	2,725.68	2,786.96	2,814.88	2,849.60	2,978.88				
	Annual	55,912	58,724	61,486	64,346	67,527	70,867	72,460	73,186	74,089	77,450				
18	Hourly	28.795	30.183	31.583	33.154	34.682	36.395	37.215	37.587	38.050	39.777				
	Bi-Weekly	2,303.60	2,414.64	2,526.64	2,652.32	2,774.56	2,911.60	2,977.20	3,006.96	3,044.00	3,182.16				
	Annual	59,893	62,780	65,692	68,960	72,138	75,701	77,407	78,180	79,144	82,736				
19	Hourly	31.583	33.154	34.682	36.394	38.115	39.942	40.841	41.250	41.760	43.654				
	Bi-Weekly	2,526.64	2,652.32	2,774.56	2,911.52	3,049.20	3,195.36	3,267.28	3,300.00	3,340.80	3,492.32				
	Annual	65,692	68,960	72,138	75,699	79,279	83,079	84,949	85,800	86,860	90,800				
20	Hourly	34.682	36.394	38.115	39.941	41.827	43.869	44.858	45.305	45.865	47.945				
	Bi-Weekly	2,774.56	2,911.52	3,049.20	3,195.28	3,346.16	3,509.52	3,588.64	3,624.40	3,669.20	3,835.60				
	Annual	72,138	75,699	79,279	83,077	87,000	91,247	93,304	94,234	95,399	99,725				
21	Hourly	38.115	39.941	41.827	43.870	45.951	48.187	49.270	49.764	50.380	52.663				
	Bi-Weekly	3,049.20	3,195.28	3,346.16	3,509.60	3,676.08	3,854.96	3,941.60	3,981.12	4,030.40	4,213.04				
	Annual	79,279	83,077	87,000	91,249	95,578	100,228	102,481	103,509	104,790	109,539				
22	Hourly	41.827	43.870	45.951	48.186	50.426	52.855	54.045	54.585	55.263	57.767				
	Bi-Weekly	3,346.16	3,509.60	3,676.08	3,854.88	4,034.08	4,228.40	4,323.60	4,366.80	4,421.04	4,621.36				
	Annual	87,000	91,249	95,578	100,226	104,886	109,938	112,413	113,536	114,947	120,155				

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OT/PT/SP ONLY - SEIU LOCAL 73**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>								After 1	After 1	After 1	After 1			
																			Year at 1st	Year at 2nd	Year at 3rd	Year at 4th	Longevity	Longevity	Longevity
																			After 2	After 1	After 1	After 1	After 1		
																			Years At	Year at 1st	Year at 2nd	Year at 3rd	Year at 4th		
																			5th Step	Rate & 10	Rate & 12	Rate & 15	Rate & 20		
																			Years	Years	Years	Years	Years		
																			Service	Service	Service	Service	Service		
19	Hourly	34.682	36.394	38.115	39.942	40.841	41.250	41.760	43.654	43.870	44.529														
	Bi-Weekly	2,774.56	2,911.52	3,049.20	3,195.36	3,267.28	3,300.00	3,340.80	3,492.32	3,509.60	3,562.32														
	Annual	72,138	75,699	79,279	83,079	84,949	85,800	86,860	90,800	91,249	92,620														
20	Hourly	38.115	39.941	41.827	43.869	44.858	45.305	45.865	47.945	48.186	48.909														
	Bi-Weekly	3,049.20	3,195.28	3,346.16	3,509.52	3,588.64	3,624.40	3,669.20	3,835.60	3,854.88	3,912.72														
	Annual	79,279	83,077	87,000	91,247	93,304	94,234	95,399	99,725	100,226	101,730														

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
AFSCME**

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2	After 1 Year at	After 1 Year at	After 1 Year at
								Years At 5th Step	1st Longevity Rate & 10 Years Service	2nd Longevity Rate & 15 Years Service	3rd Longevity Rate & 20 Years Service
								6th Step	7th Step	8th Step	9th Step
9	Hourly	15,316	15,966	16,646	17,353	18,091	18,863	19,663	20,202	20,710	21,746
	Bi-Weekly	1,225.28	1,277.28	1,331.68	1,388.24	1,447.28	1,509.04	1,573.04	1,616.16	1,656.80	1,739.68
	Annual	31,857	33,209	34,623	36,094	37,629	39,235	40,899	42,020	43,076	45,231
10	Hourly	16,405	17,104	17,831	18,587	19,377	20,201	21,060	21,641	22,184	23,292
	Bi-Weekly	1,312.40	1,368.32	1,426.48	1,486.96	1,550.16	1,616.08	1,684.80	1,731.28	1,774.72	1,863.36
	Annual	34,122	35,576	37,088	38,660	40,304	42,018	43,804	45,013	46,142	48,447
11	Hourly	17,601	18,349	19,131	19,942	20,788	21,672	22,594	23,216	23,799	24,988
	Bi-Weekly	1,408.08	1,467.92	1,530.48	1,595.36	1,663.04	1,733.76	1,807.52	1,857.28	1,903.92	1,999.04
	Annual	36,610	38,165	39,792	41,479	43,239	45,077	46,995	48,289	49,501	51,975
12	Hourly	18,849	19,652	20,488	21,359	22,265	23,212	24,198	24,864	25,488	26,763
	Bi-Weekly	1,507.92	1,572.16	1,639.04	1,708.72	1,781.20	1,856.96	1,935.84	1,989.12	2,039.04	2,141.04
	Annual	39,205	40,876	42,615	44,426	46,311	48,280	50,331	51,717	53,015	55,667
13	Hourly	20,189	21,047	21,939	22,874	23,846	24,858	25,915	26,628	27,297	28,661
	Bi-Weekly	1,615.12	1,683.76	1,755.12	1,829.92	1,907.68	1,988.64	2,073.20	2,130.24	2,183.76	2,292.88
	Annual	41,993	43,777	45,633	47,577	49,599	51,704	53,903	55,386	56,777	59,614
14	Hourly	21,676	22,598	23,557	24,559	25,601	26,689	27,824	28,588	29,306	30,772
	Bi-Weekly	1,734.08	1,807.84	1,884.56	1,964.72	2,048.08	2,135.12	2,225.92	2,287.04	2,344.48	2,461.76
	Annual	45,086	47,003	48,998	51,082	53,250	55,513	57,873	59,463	60,956	64,005
15	Hourly	23,335	24,325	25,359	26,436	27,560	28,732	29,952	30,777	31,552	33,128
	Bi-Weekly	1,866.80	1,946.00	2,028.72	2,114.88	2,204.80	2,298.56	2,396.16	2,462.16	2,524.16	2,650.24
	Annual	48,536	50,596	52,746	54,986	57,324	59,762	62,300	64,016	65,628	68,906
16	Hourly	25,049	26,114	27,224	28,379	29,584	30,842	32,156	33,039	33,869	35,561
	Bi-Weekly	2,003.92	2,089.12	2,177.92	2,270.32	2,366.72	2,467.36	2,572.48	2,643.12	2,709.52	2,844.88
	Annual	52,101	54,317	56,625	59,028	61,534	64,151	66,884	68,721	70,447	73,966
17	Hourly	26,881	28,026	29,214	30,457	31,750	33,101	34,507	35,457	36,347	38,162
	Bi-Weekly	2,150.48	2,242.08	2,337.12	2,436.56	2,540.00	2,648.08	2,760.56	2,836.56	2,907.76	3,052.96
	Annual	55,912	58,294	60,765	63,350	66,040	68,850	71,774	73,750	75,601	79,376
18	Hourly	28,795	30,018	31,294	32,623	34,010	35,457	36,962	37,978	38,933	40,881
	Bi-Weekly	2,303.60	2,401.44	2,503.52	2,609.84	2,720.80	2,836.56	2,956.96	3,038.24	3,114.64	3,270.48
	Annual	59,893	62,437	65,091	67,855	70,740	73,750	76,880	78,994	80,980	85,032
19	Hourly	31,583	32,927	34,328	35,786	37,305	38,894	40,544	41,661	42,706	44,842
	Bi-Weekly	2,526.64	2,634.16	2,746.24	2,862.88	2,984.40	3,111.52	3,243.52	3,332.88	3,416.48	3,587.36
	Annual	65,692	68,488	71,402	74,434	77,594	80,899	84,331	86,654	88,828	93,271
20	Hourly	34,682	36,156	37,694	39,296	40,965	42,706	44,521	45,745	46,893	49,237
	Bi-Weekly	2,774.56	2,892.48	3,015.52	3,143.68	3,277.20	3,416.48	3,561.68	3,659.60	3,751.44	3,938.96
	Annual	72,138	75,204	78,403	81,735	85,207	88,828	92,603	95,149	97,537	102,412
21	Hourly	38,115	39,734	41,424	43,184	45,019	46,931	48,927	50,274	51,533	54,109
	Bi-Weekly	3,049.20	3,178.72	3,313.92	3,454.72	3,601.52	3,754.48	3,914.16	4,021.92	4,122.64	4,328.72
	Annual	79,279	82,646	86,161	89,822	93,639	97,616	101,768	104,569	107,188	112,546
22	Hourly	41,827	43,605	45,458	47,388	49,404	51,501	53,692	55,168	56,552	59,380
	Bi-Weekly	3,346.16	3,488.40	3,636.64	3,791.04	3,952.32	4,120.08	4,295.36	4,413.44	4,524.16	4,750.40
	Annual	87,000	90,698	94,552	98,567	102,760	107,122	111,679	114,749	117,628	123,510
23	Hourly	43,869	45,736	47,679	49,705	51,818	54,020	56,316	57,864	59,318	62,283
	Bi-Weekly	3,509.52	3,658.88	3,814.32	3,976.40	4,145.44	4,321.60	4,505.28	4,629.12	4,745.44	4,982.64
	Annual	91,247	95,130	99,172	103,386	107,781	112,361	117,137	120,357	123,381	129,548

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
OFFICE OF THE CHIEF JUDGE - TEAMSTERS 700**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step	After 1 Year at	After 1 Year at	After 1 Year at
								1st Longevity Rate & 10 Years Service	2nd Longevity Rate & 15 Years Service	3rd Longevity Rate & 20 Years Service
9	Hourly	15.316	16.011	16.790	17.601	18.412	19.288	19.837	20.036	20.626
	Bi-Weekly	1,225.28	1,280.88	1,343.20	1,408.08	1,472.96	1,543.04	1,586.96	1,602.88	1,650.08
	Annual	31,857	33,302	34,923	36,610	38,296	40,119	41,260	41,674	42,902
10	Hourly	16.405	17.172	17.979	18.849	19.755	20.679	21.073	21.296	21.926
	Bi-Weekly	1,312.40	1,373.76	1,438.32	1,507.92	1,580.40	1,654.32	1,685.84	1,703.68	1,754.08
	Annual	34,122	35,717	37,396	39,205	41,090	43,012	43,831	44,295	45,606
11	Hourly	17.601	18.412	19.289	20.189	21.187	22.260	22.707	22.916	23.619
	Bi-Weekly	1,408.08	1,472.96	1,543.12	1,615.12	1,694.96	1,780.80	1,816.56	1,833.28	1,889.52
	Annual	36,610	38,296	40,121	41,993	44,068	46,300	47,230	47,665	49,127
12	Hourly	18.850	19.755	20.679	21.676	22.790	23.846	24.312	24.555	25.301
	Bi-Weekly	1,508.00	1,580.40	1,654.32	1,734.08	1,823.20	1,907.68	1,944.96	1,964.40	2,024.08
	Annual	39,208	41,090	43,012	45,086	47,403	49,599	50,568	51,074	52,626
13	Hourly	20.189	21.187	22.260	23.335	24.392	25.613	26.124	26.374	27.172
	Bi-Weekly	1,615.12	1,694.96	1,780.80	1,866.80	1,951.36	2,049.04	2,089.92	2,109.92	2,173.76
	Annual	41,993	44,068	46,300	48,536	50,735	53,275	54,337	54,857	56,517
14	Hourly	21.602	22.790	23.846	25.049	26.235	27.481	28.048	28.327	29.182
	Bi-Weekly	1,728.16	1,823.20	1,907.68	2,003.92	2,098.80	2,198.48	2,243.84	2,266.16	2,334.56
	Annual	44,932	47,403	49,599	52,101	54,568	57,160	58,339	58,920	60,698
15	Hourly	23.335	24.392	25.613	26.881	28.231	29.561	30.157	30.465	31.373
	Bi-Weekly	1,866.80	1,951.36	2,049.04	2,150.48	2,258.48	2,364.88	2,412.56	2,437.20	2,509.84
	Annual	48,536	50,735	53,275	55,912	58,720	61,486	62,726	63,367	65,255
16	Hourly	25.049	26.236	27.481	28.795	30.183	31.583	32.234	32.546	33.528
	Bi-Weekly	2,003.92	2,098.88	2,198.48	2,303.60	2,414.64	2,526.64	2,578.72	2,603.68	2,682.24
	Annual	52,101	54,570	57,160	59,893	62,780	65,692	67,046	67,695	69,738
17	Hourly	26.881	28.233	29.561	30.936	32.465	34.071	34.736	35.069	36.129
	Bi-Weekly	2,150.48	2,258.64	2,364.88	2,474.88	2,597.20	2,725.68	2,778.88	2,805.52	2,890.32
	Annual	55,912	58,724	61,486	64,346	67,527	70,867	72,250	72,943	75,148
18	Hourly	28.795	30.183	31.583	33.154	34.682	36.395	37.139	37.491	38.651
	Bi-Weekly	2,303.60	2,414.64	2,526.64	2,652.32	2,774.56	2,911.60	2,971.12	2,999.28	3,092.08
	Annual	59,893	62,780	65,692	68,960	72,138	75,701	77,249	77,981	80,394
19	Hourly	31.583	33.154	34.682	36.395	38.115	39.942	40.549	40.945	42.185
	Bi-Weekly	2,526.64	2,652.32	2,774.56	2,911.60	3,049.20	3,195.36	3,243.92	3,275.60	3,374.80
	Annual	65,692	68,960	72,138	75,701	79,279	83,079	84,341	85,165	87,744
20	Hourly	34.682	36.395	38.115	39.942	41.827	43.869	44.513	44.944	46.300
	Bi-Weekly	2,774.56	2,911.60	3,049.20	3,195.36	3,346.16	3,509.52	3,561.04	3,595.52	3,704.00
	Annual	72,138	75,701	79,279	83,079	87,000	91,247	92,587	93,483	96,304
21	Hourly	38.115	39.942	41.827	43.869	45.951	48.187	48.901	49.388	50.887
	Bi-Weekly	3,049.20	3,195.36	3,346.16	3,509.52	3,676.08	3,854.96	3,912.08	3,951.04	4,070.96
	Annual	79,279	83,079	87,000	91,247	95,578	100,228	101,714	102,727	105,844
22	Hourly	41.827	43.869	45.951	48.187	50.425	52.855	53.632	54.165	55.789
	Bi-Weekly	3,346.16	3,509.52	3,676.08	3,854.96	4,034.00	4,228.40	4,290.56	4,333.20	4,463.12
	Annual	87,000	91,247	95,578	100,228	104,884	109,938	111,554	112,663	116,041
23	Hourly	43.869	45.951	48.187	50.425	52.855	55.486	56.308	56.869	58.588
	Bi-Weekly	3,509.52	3,676.08	3,854.96	4,034.00	4,228.40	4,438.88	4,504.64	4,549.52	4,687.04
	Annual	91,247	95,578	100,228	104,884	109,938	115,410	117,120	118,287	121,863

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - CLERK OF THE CIRCUIT COURT**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
											<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>
											<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>
											<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>
											<u>Years</u>	<u>Years</u>	<u>Years</u>
											<u>Service</u>	<u>Service</u>	<u>Service</u>
											<u>After 2</u>		
											<u>Years At</u>		
											<u>5th Step</u>		
10	Hourly	16.405	17.104	17.831	18.587	19.377	20.201	21.060	21.641	22.073	23.176		
	Bi-Weekly	1,312.40	1,368.32	1,426.48	1,486.96	1,550.16	1,616.08	1,684.80	1,731.28	1,765.84	1,854.08		
	Annual	34,122	35,576	37,088	38,660	40,304	42,018	43,804	45,013	45,911	48,206		
11	Hourly	17.601	18.349	19.131	19.942	20.788	21.672	22.594	23.216	23.680	24.864		
	Bi-Weekly	1,408.08	1,467.92	1,530.48	1,595.36	1,663.04	1,733.76	1,807.52	1,857.28	1,894.40	1,989.12		
	Annual	36,610	38,165	39,792	41,479	43,239	45,077	46,995	48,289	49,254	51,717		
12	Hourly	18.849	19.652	20.488	21.359	22.265	23.212	24.198	24.864	25.360	26.629		
	Bi-Weekly	1,507.92	1,572.16	1,639.04	1,708.72	1,781.20	1,856.96	1,935.84	1,989.12	2,028.80	2,130.32		
	Annual	39,205	40,876	42,615	44,426	46,311	48,280	50,331	51,717	52,748	55,388		
13	Hourly	20.189	21.047	21.939	22.874	23.846	24.858	25.915	26.628	27.162	28.518		
	Bi-Weekly	1,615.12	1,683.76	1,755.12	1,829.92	1,907.68	1,988.64	2,073.20	2,130.24	2,172.96	2,281.44		
	Annual	41,993	43,777	45,633	47,577	49,599	51,704	53,903	55,386	56,496	59,317		
14	Hourly	21.676	22.598	23.557	24.559	25.601	26.689	27.824	28.588	29.160	30.619		
	Bi-Weekly	1,734.08	1,807.84	1,884.56	1,964.72	2,048.08	2,135.12	2,225.92	2,287.04	2,332.80	2,449.52		
	Annual	45,086	47,003	48,998	51,082	53,250	55,513	57,873	59,463	60,652	63,687		
15	Hourly	23.335	24.325	25.359	26.436	27.560	28.732	29.952	30.777	31.394	32.962		
	Bi-Weekly	1,866.80	1,946.00	2,028.72	2,114.88	2,204.80	2,298.56	2,396.16	2,462.16	2,511.52	2,636.96		
	Annual	48,536	50,596	52,746	54,986	57,324	59,762	62,300	64,016	65,299	68,560		
16	Hourly	25.049	26.114	27.224	28.379	29.584	30.842	32.156	33.039	33.700	35.384		
	Bi-Weekly	2,003.92	2,089.12	2,177.92	2,270.32	2,366.72	2,467.36	2,572.48	2,643.12	2,696.00	2,830.72		
	Annual	52,101	54,317	56,625	59,028	61,534	64,151	66,884	68,721	70,096	73,598		

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
FOP STATES ATTORNEY SUPERVISOR**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1	After 1	After 1
										Year at 1st	Year at 2nd	Year at 3rd
										Longevity	Longevity	Longevity
										Rate & 10	Rate & 15	Rate & 20
										Years	Years	Years
										Service	Service	Service
										5th Step	5th Step	5th Step
22 Hourly	41.630	43.665	45.738	47.959	50.192	52.607	53.379	53.910	55.525			
Bi-Weekly	3,330.40	3,493.20	3,659.04	3,836.72	4,015.36	4,208.56	4,270.32	4,312.80	4,442.00			
Annual	86,590	90,823	95,135	99,754	104,399	109,422	111,028	112,132	115,492			

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
COMMUNICATION WORKERS OF AMERICA, LOCAL 4250/CTU NO. 16**

Grade		Entry Step	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	After 2	After 1	After 1	After 1
												Years At 5th Step	Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
9	Hourly	15.316	15.966	16.646	17.353	18.091	18.863	19.663	20.202	20.607	21.638				
	Bi-Weekly	1,225.28	1,277.28	1,331.68	1,388.24	1,447.28	1,509.04	1,573.04	1,616.16	1,648.56	1,731.04				
	Annual	31,857	33,209	34,623	36,094	37,629	39,235	40,899	42,020	42,862	45,007				
10	Hourly	16.405	17.104	17.831	18.587	19.377	20.201	21.060	21.641	22.073	23.176				
	Bi-Weekly	1,312.40	1,368.32	1,426.48	1,486.96	1,550.16	1,616.08	1,684.80	1,731.28	1,765.84	1,854.08				
	Annual	34,122	35,576	37,088	38,660	40,304	42,018	43,804	45,013	45,911	48,206				
11	Hourly	17.601	18.349	19.131	19.942	20.788	21.672	22.594	23.216	23.680	24.864				
	Bi-Weekly	1,408.08	1,467.92	1,530.48	1,595.36	1,663.04	1,733.76	1,807.52	1,857.28	1,894.40	1,989.12				
	Annual	36,610	38,165	39,792	41,479	43,239	45,077	46,995	48,289	49,254	51,717				
12	Hourly	18.849	19.652	20.488	21.359	22.265	23.212	24.198	24.864	25.360	26.629				
	Bi-Weekly	1,507.92	1,572.16	1,639.04	1,708.72	1,781.20	1,856.96	1,935.84	1,989.12	2,028.80	2,130.32				
	Annual	39,205	40,876	42,615	44,426	46,311	48,280	50,331	51,717	52,748	55,388				
13	Hourly	20.189	21.047	21.939	22.874	23.846	24.858	25.915	26.628	27.162	28.518				
	Bi-Weekly	1,615.12	1,683.76	1,755.12	1,829.92	1,907.68	1,988.64	2,073.20	2,130.24	2,172.96	2,281.44				
	Annual	41,993	43,777	45,633	47,577	49,599	51,704	53,903	55,386	56,496	59,317				
14	Hourly	21.676	22.598	23.557	24.559	25.601	26.689	27.824	28.588	29.160	30.619				
	Bi-Weekly	1,734.08	1,807.84	1,884.56	1,964.72	2,048.08	2,135.12	2,225.92	2,287.04	2,332.80	2,449.52				
	Annual	45,086	47,003	48,998	51,082	53,250	55,513	57,873	59,463	60,652	63,687				
15	Hourly	23.335	24.325	25.359	26.436	27.560	28.732	29.952	30.777	31.394	32.962				
	Bi-Weekly	1,866.80	1,946.00	2,028.72	2,114.88	2,204.80	2,298.56	2,396.16	2,462.16	2,511.52	2,636.96				
	Annual	48,536	50,596	52,746	54,986	57,324	59,762	62,300	64,016	65,299	68,560				
16	Hourly	25.049	26.114	27.224	28.379	29.584	30.842	32.156	33.039	33.700	35.384				
	Bi-Weekly	2,003.92	2,089.12	2,177.92	2,270.32	2,366.72	2,467.36	2,572.48	2,643.12	2,696.00	2,830.72				
	Annual	52,101	54,317	56,625	59,028	61,534	64,151	66,884	68,721	70,096	73,598				
17	Hourly	26.881	28.026	29.214	30.457	31.750	33.101	34.507	35.457	36.166	37.973				
	Bi-Weekly	2,150.48	2,242.08	2,337.12	2,436.56	2,540.00	2,648.08	2,760.56	2,836.56	2,893.28	3,037.84				
	Annual	55,912	58,294	60,765	63,350	66,040	68,850	71,774	73,750	75,225	78,983				
18	Hourly	28.795	30.018	31.294	32.623	34.010	35.457	36.962	37.978	38.740	40.678				
	Bi-Weekly	2,303.60	2,401.44	2,503.52	2,609.84	2,720.80	2,836.56	2,956.96	3,038.24	3,099.20	3,254.24				
	Annual	59,893	62,437	65,091	67,855	70,740	73,750	76,880	78,994	80,579	84,610				
19	Hourly	31.583	32.927	34.328	35.786	37.305	38.894	40.544	41.661	42.494	44.620				
	Bi-Weekly	2,526.64	2,634.16	2,746.24	2,862.88	2,984.40	3,111.52	3,243.52	3,332.88	3,399.52	3,569.60				
	Annual	65,692	68,488	71,402	74,434	77,594	80,899	84,331	86,654	88,387	92,809				
20	Hourly	34.682	36.156	37.694	39.296	40.965	42.706	44.521	45.745	46.660	48.993				
	Bi-Weekly	2,774.56	2,892.48	3,015.52	3,143.68	3,277.20	3,416.48	3,561.68	3,659.60	3,732.80	3,919.44				
	Annual	72,138	75,204	78,403	81,735	85,207	88,828	92,603	95,149	97,052	101,905				
21	Hourly	38.115	39.734	41.424	43.184	45.019	46.931	48.927	50.274	51.276	53.841				
	Bi-Weekly	3,049.20	3,178.72	3,313.92	3,454.72	3,601.52	3,754.48	3,914.16	4,021.92	4,102.08	4,307.28				
	Annual	79,279	82,646	86,161	89,822	93,639	97,616	101,768	104,569	106,654	111,989				
22	Hourly	41.827	43.605	45.458	47.388	49.404	51.501	53.692	55.168	56.270	59.086				
	Bi-Weekly	3,346.16	3,488.40	3,636.64	3,791.04	3,952.32	4,120.08	4,295.36	4,413.44	4,501.60	4,726.88				
	Annual	87,000	90,698	94,552	98,567	102,760	107,122	111,679	114,749	117,041	122,898				
23	Hourly	43.869	45.736	47.679	49.705	51.818	54.020	56.316	57.864	59.022	61.973				
	Bi-Weekly	3,509.52	3,658.88	3,814.32	3,976.40	4,145.44	4,321.60	4,505.28	4,629.12	4,721.76	4,957.84				
	Annual	91,247	95,130	99,172	103,386	107,781	112,361	117,137	120,357	122,765	128,903				

Effective June 1, 2017

**SCHEDULE I
BUREAU OF HUMAN RESOURCES
LOCAL 743 - HEALTH AND HOSPITAL SYSTEMS
PHARMACY TECHNICIANS**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>After 2</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>	
											<u>Years At</u>	<u>Year at 1st</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>	
											<u>5th Step</u>	<u>Longevity</u>	<u>Longevity</u>	<u>Longevity</u>	
											<u>Rate & 10</u>	<u>Rate & 15</u>	<u>Rate & 20</u>		
											<u>Years</u>	<u>Years</u>	<u>Years</u>		
											<u>Service</u>	<u>Service</u>	<u>Service</u>		
10	Hourly	16.405	17.104	17.831	18.587	19.377	20.201	21.060	21.641	22.073	23.176				
	Bi-Weekly	1,312.40	1,368.32	1,426.48	1,486.96	1,550.16	1,616.08	1,684.80	1,731.28	1,765.84	1,854.08				
	Annual	34,122	35,576	37,088	38,660	40,304	42,018	43,804	45,013	45,911	48,206				
13	Hourly	20.189	21.047	21.939	22.874	23.846	24.858	25.915	26.628	27.162	28.518				
	Bi-Weekly	1,615.12	1,683.76	1,755.12	1,829.92	1,907.68	1,988.64	2,073.20	2,130.24	2,172.96	2,281.44				
	Annual	41,993	43,777	45,633	47,577	49,599	51,704	53,903	55,386	56,496	59,317				

Effective June 1, 2017

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN - AFSCME 1111**

<u>Grade</u>	<u>Min Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	<u>12th Step</u>	<u>13th Step</u>
PN1 Hourly	18.263	18.665	19.058	19.618	20.242	20.857	21.396	22.249	22.907	23.586	24.289	26.149	26.543
PN1 Bi-Weekly	1,461.04	1,493.20	1,524.64	1,569.44	1,619.36	1,668.56	1,711.68	1,779.92	1,832.56	1,886.88	1,943.12	2,091.92	2,123.44
PN1 Annual	37,987	38,823	39,640	40,805	42,103	43,382	44,503	46,277	47,646	49,058	50,521	54,389	55,209
PN2 Hourly	19.336	19.971	20.502	21.138	21.737	22.365	22.954	23.862	24.578	25.315	26.074	28.070	28.495
PN2 Bi-Weekly	1,546.88	1,597.68	1,640.16	1,691.04	1,738.96	1,789.20	1,836.32	1,908.96	1,966.24	2,025.20	2,085.92	2,245.60	2,279.60
PN2 Annual	40,218	41,539	42,644	43,967	45,212	46,519	47,744	49,632	51,122	52,655	54,233	58,385	59,269
PN3 Hourly	20.291	20.956	21.522	22.188	22.823	23.481	24.093	25.048	25.799	26.572	27.370	29.463	29.905
PN3 Bi-Weekly	1,623.28	1,676.48	1,721.76	1,775.04	1,825.84	1,878.48	1,927.44	2,003.84	2,063.92	2,125.76	2,189.60	2,357.04	2,392.40
PN3 Annual	42,205	43,588	44,765	46,151	47,471	48,840	50,113	52,099	53,661	55,269	56,929	61,283	62,202

Effective June 1, 2017

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
NATIONAL NURSES ORGANIZING COMMITTEE (NNOC)**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	After 3	After 5	
													Years	Years	
FA	Hourly	30,160	30,882	31,847	32,875	34,107	35,279	36,578	38,042	39,552	40,688	43,115	45,680	46,584	47,051
	Bi-Weekly	2,412.80	2,470.56	2,547.76	2,630.00	2,728.56	2,822.32	2,926.24	3,043.36	3,164.16	3,255.04	3,449.20	3,654.40	3,726.72	3,764.08
	Annual	62,732	64,234	66,241	68,380	70,942	73,380	76,082	79,127	82,268	84,631	89,679	95,014	96,894	97,866
FB	Hourly	31,776	32,653	33,778	35,081	36,201	37,480	38,597	39,839	41,410	42,633	45,179	47,872	48,819	49,308
	Bi-Weekly	2,542.08	2,612.24	2,702.24	2,806.48	2,896.08	2,998.40	3,087.76	3,187.12	3,312.80	3,410.64	3,614.32	3,829.76	3,905.52	3,944.64
	Annual	66,094	67,918	70,258	72,968	75,298	77,958	80,281	82,865	86,132	88,676	93,972	99,573	101,543	102,560
FC	Hourly	33,778	34,822	35,851	37,052	38,245	39,410	40,679	41,892	43,484	44,769	47,440	50,276	51,273	51,787
	Bi-Weekly	2,702.24	2,785.76	2,868.08	2,964.16	3,059.60	3,152.80	3,254.32	3,351.36	3,478.72	3,581.52	3,795.20	4,022.08	4,101.84	4,142.96
	Annual	70,258	72,429	74,570	77,068	79,549	81,972	84,612	87,135	90,446	93,119	98,675	104,574	106,647	107,716
FD	Hourly	35,591	37,220	38,986	40,378	41,985	43,602	45,205	46,802	48,559	50,011	52,996	56,165	57,280	57,852
	Bi-Weekly	2,847.28	2,977.60	3,118.88	3,230.24	3,358.80	3,488.16	3,616.40	3,744.16	3,884.72	4,000.88	4,239.68	4,493.20	4,582.40	4,628.16
	Annual	74,029	77,417	81,090	83,986	87,328	90,692	94,026	97,348	101,002	104,022	110,231	116,823	119,142	120,332
FE	Hourly	38,042	39,198	40,378	41,985	43,602	45,205	46,802	48,359	50,220	51,708	54,805	58,087	59,243	59,835
	Bi-Weekly	3,043.36	3,135.84	3,230.24	3,358.80	3,488.16	3,616.40	3,744.16	3,868.72	4,017.60	4,136.64	4,384.40	4,646.96	4,739.44	4,786.80
	Annual	79,127	81,531	83,986	87,328	90,692	94,026	97,348	100,586	104,457	107,552	113,994	120,820	123,225	124,456
FF	Hourly	39,410	40,994	42,577	44,072	45,652	47,203	48,683	50,745	52,238	53,533	55,363	58,680	59,844	60,442
	Bi-Weekly	3,152.80	3,279.52	3,406.16	3,525.76	3,652.16	3,776.24	3,894.64	4,059.60	4,179.04	4,282.64	4,429.04	4,694.40	4,787.52	4,835.36
	Annual	81,972	85,267	88,560	91,669	94,956	98,182	101,260	105,549	108,655	111,348	115,155	122,054	124,475	125,719

*RECEIVE AN ADDITIONAL FORTY DOLLARS (\$40.00) PER MONTH FOR A BACHELOR'S DEGREE; AN ADDITIONAL EIGHTY DOLLARS (\$80.00) PER MONTH FOR A MASTERS DEGREE FOR THOSE EMPLOYEES WHO WERE RECEIVING IT PRIOR TO DECEMBER 1, 1980.
NOT ELIGIBLE FOR ADDITIONAL COMPENSATION FOR A BACHELOR'S OR MASTER'S DEGREE

**Effective November 30, 2012, revise Schedule II to provide that RNs can access Step 13 after three (3) years on Step 12.

***Effective November 30, 2012, RNs can access Step 14 after five (5) years on Step 13.

Effective June 1, 2017

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
NURSING GRADE - RNA
SEIU LOCAL 73**

	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	10 Years Service	12 Years Service
Hourly	65.532	67.179	68.916	70.589	72.409	74.291	76.260	78.219	80.279	82.762	83.590		
Bi-Weekly	5,242.56	5,374.32	5,513.28	5,647.12	5,792.72	5,943.28	6,100.80	6,257.52	6,422.32	6,620.96	6,687.20		
Annual	136,306	139,732	143,345	146,825	150,610	154,525	158,620	162,695	166,980	172,144	173,867		

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
IN HOUSE REGISTRY NURSES AND SPECIALTY CARE**

RG1 5/1/2016	Hourly	\$47.000
RG2 5/1/2016	Hourly	\$50.000

Effective June 1, 2017

**SCHEDULE III
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - COUNTY CORRECTIONAL OFFICERS**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
CO1	Hourly	26.058	27.262	28.628	30.037	31.444	32.701	34.006	35.362	36.769	38.241
	Bi-Weekly	2,084.64	2,180.96	2,290.24	2,402.96	2,515.52	2,616.08	2,720.48	2,828.96	2,941.52	3,059.28
	Annual	54,200	56,704	59,546	62,476	65,403	68,018	70,732	73,552	76,479	79,541

Effective June 1, 2017

**SCHEDULE III
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL SERGEANTS - AFSCME 3692**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>8 Years 6th Step</u>	<u>10 Years 7th Step</u>	<u>15 Years 8th Step</u>	<u>18 Years 9th Step</u>	<u>20 Years 10th Step</u>	<u>25 Years 11th Step</u>
CO2 Hourly	29.843	31.111	32.436	33.814	35.250	36.747	38.419	39.572	40.660	41.777	42.926
Bi-Weekly	2,387.44	2,488.88	2,594.88	2,705.12	2,820.00	2,939.76	3,073.52	3,165.76	3,252.80	3,342.16	3,434.08
Annual	62,073	64,710	67,466	70,333	73,320	76,433	79,911	82,309	84,572	86,896	89,286

Effective June 1, 2017

**SCHEDULE III
BUREAU OF HUMAN RESOURCES
COUNTY CORRECTIONAL LIEUTENANT - AFSCME 2226**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 1 Year at Maximum Rate & 5 Years Service 6th Step</u>	<u>After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step</u>	<u>After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step</u>	<u>After 1 Year at 3rd Longevity Rate & 18 Years Service 9th Step</u>	<u>After 1 Year at 4th Longevity Rate & 20 Years Service 10th Step</u>	<u>After 1 Year at 4th Longevity Rate & 25 Years Service 11th Step</u>
CO3 Hourly	31.009	32.328	33.701	35.135	36.626	38.184	39.806	41.616	42.867	44.047	45.255	46.501
Bi-Weekly	2,480.72	2,586.24	2,696.08	2,810.80	2,930.08	3,054.72	3,184.48	3,329.28	3,429.36	3,523.76	3,620.40	3,720.08
Annual	64,498	67,242	70,098	73,080	76,182	79,422	82,796	86,561	89,163	91,617	94,130	96,722

Effective June 1, 2017

**SCHEDULE IV
BUREAU OF HUMAN RESOURCES
COUNTY POLICE OFFICER - AFSCME 2264**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	After 1 Year	After 1 Year	After 1 Year	After 1 Year	After 1 Year
							at Maximum Rate & 10 Years Service	at 1st Longevity Rate & 15 Years Service	at 2nd Longevity Rate & 20 Years Service	at 3rd Longevity Rate & 25 Years Service	at 4th Longevity Rate & 29 Years Service
							<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>
P1 Hourly	31.232	32.639	34.109	35.641	37.246	38.920	40.691	42.542	44.479	46.503	47.549
Bi-Weekly	2,498.56	2,611.12	2,728.72	2,851.28	2,979.68	3,113.60	3,255.28	3,403.36	3,558.32	3,720.24	3,803.92
Annual	64,962	67,889	70,946	74,133	77,471	80,953	84,637	88,487	92,516	96,726	98,901

Effective June 1, 2017

**SCHEDULE IV
BUREAU OF HUMAN RESOURCES
COUNTY POLICE SERGEANT - AFSCME 3958**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	After 1 Year	After 1 Year	After 1 Year	After 1 Year	After 1 Year
							at Maximum Rate & 10 Years Service	at 1st Longevity Rate & 15 Years Service	at 2nd Longevity Rate & 20 Years Service	at 3rd Longevity Rate & 25 Years Service	at 4th Longevity Rate & 29 Years Service
							<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>
P2 Hourly	37.457	39.143	40.905	42.744	44.671	46.680	48.806	49.904	51.024	54.543	57.055
Bi-Weekly	2,996.56	3,131.44	3,272.40	3,419.52	3,573.68	3,734.40	3,904.48	3,992.32	4,081.92	4,363.44	4,564.40
Annual	77,910	81,417	85,082	88,907	92,915	97,094	101,516	103,800	106,129	113,449	118,674

Effective June 1, 2017

**SCHEDULE V
BUREAU OF HUMAN RESOURCES
JUVENILE DETENTION COUNSELORS - TEAMSTERS 700 JTDC**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 1 Year at Maximum Rate & 5 Years Of Service 6th Step</u>	<u>After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step</u>	<u>After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step</u>	<u>After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step</u>
CA2 Hourly	22.878	23.980	25.124	26.367	27.578	28.677	29.890	31.082	32.320
CA2 Bi-Weekly	1,830.24	1,918.40	2,009.92	2,109.36	2,206.24	2,294.16	2,391.20	2,486.56	2,585.60
CA2 Annual	47,586	49,878	52,257	54,843	57,362	59,648	62,171	64,650	67,225
CA3 Hourly	25.124	26.367	27.578	28.922	30.279	31.484	32.817	34.125	35.485
CA3 Bi-Weekly	2,009.92	2,109.36	2,206.24	2,313.76	2,422.32	2,518.72	2,625.36	2,730.00	2,838.80
CA3 Annual	52,257	54,843	57,362	60,157	62,980	65,486	68,259	70,980	73,808

Effective June 1, 2017

**SCHEDULE VI
BUREAU OF HUMAN RESOURCES
MEDICAL PRACTITIONER COMPENSATION PLAN
SEIU LOCAL 20 HEALTH**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>
K0	Hourly	36.428	38.201	39.973	41.924	43.891
	Bi-Weekly	2,914.24	3,056.08	3,197.84	3,353.92	3,511.28
	Annual	75,770	79,458	83,143	87,201	91,293
K01	Hourly	42.735	44.836	46.954	49.224	51.505
	Bi-Weekly	3,418.80	3,586.88	3,756.32	3,937.92	4,120.40
	Annual	88,888	93,258	97,664	102,385	107,130
K02	Hourly	50.710	53.232	55.659	58.371	61.113
	Bi-Weekly	4,056.80	4,258.56	4,452.72	4,669.68	4,889.04
	Annual	105,476	110,722	115,770	121,411	127,115
K03	Hourly	63.059	66.156	69.191	72.511	75.894
	Bi-Weekly	5,044.72	5,292.48	5,535.28	5,800.88	6,071.52
	Annual	131,162	137,604	143,917	150,822	157,859
K04	Hourly	69.881	73.265	76.632	80.365	84.068
	Bi-Weekly	5,590.48	5,861.20	6,130.56	6,429.20	6,725.44
	Annual	145,352	152,391	159,394	167,159	174,861
K05	Hourly	76.632	80.365	84.068	88.150	92.248
	Bi-Weekly	6,130.56	6,429.20	6,725.44	7,052.00	7,379.84
	Annual	159,394	167,159	174,861	183,352	191,875
K06	Hourly	83.400	87.466	91.532	95.978	100.463
	Bi-Weekly	6,672.00	6,997.28	7,322.56	7,678.24	8,037.04
	Annual	173,472	181,929	190,386	199,634	208,963
K07	Hourly	90.170	94.580	98.945	103.782	108.633
	Bi-Weekly	7,213.60	7,566.40	7,915.60	8,302.56	8,690.64
	Annual	187,553	196,726	205,805	215,866	225,956
K08	Hourly	96.929	101.660	106.431	111.627	116.812
	Bi-Weekly	7,754.32	8,132.80	8,514.48	8,930.16	9,344.96
	Annual	201,612	211,452	221,376	232,184	242,968
K09	Hourly	103.692	108.765	113.838	119.415	125.015
	Bi-Weekly	8,295.36	8,701.20	9,107.04	9,553.20	10,001.20
	Annual	215,679	226,231	236,783	248,383	260,031
K10	Hourly	110.480	115.870	121.270	127.235	133.214
	Bi-Weekly	8,838.40	9,269.60	9,701.60	10,178.80	10,657.12
	Annual	229,798	241,009	252,241	264,648	277,085
K11	Hourly	120.608	126.540	132.433	138.969	145.486
	Bi-Weekly	9,648.64	10,123.20	10,594.64	11,117.52	11,638.88
	Annual	250,864	263,203	275,460	289,055	302,610

Effective June 1, 2012

SCHEDULE VI

BUREAU OF HUMAN RESOURCES

MEDICAL PRACTITIONER COMPENSATION PLAN

<u>GRADE</u>		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>
K2	Hourly	45.587	47.854	50.037	52.474	54.941
	Bi-Weekly	3,646.96	3,828.32	4,002.96	4,197.92	4,395.28
	Annual	94,821	99,536	104,077	109,146	114,277

AFSCME 1276: K2 Dentist Only

Effective June 1, 2017

**SCHEDULE VII
BUREAU OF HUMAN RESOURCES
POST-GRADUATE LEVEL PHYSICIANS COMPENSATION PLAN
UNION**

<u>Job Code</u>	<u>Title</u>	<u>Grade</u>	<u>Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>
1794	Post Graduate Level Physician (H.S.A.)	J1	Hourly	17.838	18.834	19.753	20.734	21.732	22.772	23.885
			Bi-Weekly	2,003.34	2,115.20	2,218.41	2,328.59	2,440.67	2,557.47	2,682.47
			Annual	52,086	54,995	57,678	60,543	63,457	66,494	69,744
<i>(Annual Salary based on 2,920 hours per year)</i>										
1793	Chief Resident (H.S.A.)	J2	Hourly	19.474	20.470	21.389	22.375	23.375	24.411	25.528
			Bi-Weekly	2,187.08	2,298.94	2,402.15	2,512.88	2,625.19	2,741.54	2,866.99
			Annual	56,864	59,772	62,455	65,335	68,255	71,280	74,541
<i>(Annual Salary based on 2,920 hours per year)</i>										

Effective June 1, 2017

**SCHEDULE VIII
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - PROVIDENT HEALTH
HEALTH & HOSPITAL SYSTEMS - TEAMSTERS 743**

<u>Grade</u>	<u>Entry Rate</u>	<u>After 3</u>	<u>After 9</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
		<u>Months at</u>	<u>Months at</u>	<u>Year at 2nd</u>	<u>Year at 3rd</u>	<u>Year at 4th</u>	<u>Year at 6th</u>	<u>Year at 7th</u>	<u>Year at 8th</u>	<u>Year at 8th</u>
		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>
CA	Hourly	15.771	15.903	16.011	16.335	16.679	16.928	17.308	17.698	18.501
	Bi-Weekly	1,261.68	1,272.24	1,280.88	1,306.80	1,334.32	1,354.24	1,384.64	1,415.84	1,480.08
	Annual	32,803	33,078	33,302	33,976	34,692	35,210	36,000	36,811	38,482
CB	Hourly	16.011	16.255	16.335	16.679	16.928	17.427	17.818	18.220	19.045
	Bi-Weekly	1,280.88	1,300.40	1,306.80	1,334.32	1,354.24	1,394.16	1,425.44	1,457.60	1,523.60
	Annual	33,302	33,810	33,976	34,692	35,210	36,248	37,061	37,897	39,613
CC	Hourly	16.335	16.499	16.679	16.928	17.278	17.726	18.126	18.533	19.375
	Bi-Weekly	1,306.80	1,319.92	1,334.32	1,354.24	1,382.24	1,418.08	1,450.08	1,482.64	1,550.00
	Annual	33,976	34,317	34,692	35,210	35,938	36,870	37,702	38,548	40,300
CD	Hourly	16.335	16.499	16.679	16.928	17.278	17.726	18.126	18.533	19.375
	Bi-Weekly	1,306.80	1,319.92	1,334.32	1,354.24	1,382.24	1,418.08	1,450.08	1,482.64	1,550.00
	Annual	33,976	34,317	34,692	35,210	35,938	36,870	37,702	38,548	40,300
CE	Hourly	17.135	17.278	17.427	17.726	18.063	18.521	18.937	19.364	20.243
	Bi-Weekly	1,370.80	1,382.24	1,394.16	1,418.08	1,445.04	1,481.68	1,514.96	1,549.12	1,619.44
	Annual	35,640	35,938	36,248	36,870	37,571	38,523	39,388	40,277	42,105
CF	Hourly	17.427	17.601	17.726	18.063	18.326	18.773	19.195	19.626	20.516
	Bi-Weekly	1,394.16	1,408.08	1,418.08	1,445.04	1,466.08	1,501.84	1,535.60	1,570.08	1,641.28
	Annual	36,248	36,610	36,870	37,571	38,118	39,047	39,925	40,822	42,673
CG	Hourly	17.729	17.939	18.030	18.404	18.586	19.031	19.460	19.897	20.800
	Bi-Weekly	1,418.32	1,435.12	1,442.40	1,472.32	1,486.88	1,522.48	1,556.80	1,591.76	1,664.00
	Annual	36,876	37,313	37,502	38,280	38,658	39,584	40,476	41,385	43,264
CK	Hourly	19.876	20.014	20.169	20.477	20.827	21.225	21.703	22.190	23.198
	Bi-Weekly	1,590.08	1,601.12	1,613.52	1,638.16	1,666.16	1,698.00	1,736.24	1,775.20	1,855.84
	Annual	41,342	41,629	41,951	42,592	43,320	44,148	45,142	46,155	48,251

Effective June 1, 2017

**SCHEDULE VIII
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - STROGER & CERMAK
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73**

			After 3 Months at Entry Rate	After 9 Months at 1st Step	After 1 Year at 2nd Step	After 1 Year at 3rd Step	After 1 Year at 4th Step	After 1 Year at 5th Step & 10 Years Service	After 1 Year at 6th Step & 12 Years Service	After 1 Year at 7th Step & 15 Years Service	After 1 Year at 8th Step & 20 Years Service
<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
CA	Hourly	15.771	15.903	16.011	16.335	16.679	16.928	17.308	17.327	17.698	18.501
	Bi-Weekly	1,261.68	1,272.24	1,280.88	1,306.80	1,334.32	1,354.24	1,384.64	1,386.16	1,415.84	1,480.08
	Annual	32,803	33,078	33,302	33,976	34,692	35,210	36,000	36,040	36,811	38,482
CB	Hourly	16.011	16.255	16.335	16.679	16.928	17.427	17.818	17.837	18.220	19.045
	Bi-Weekly	1,280.88	1,300.40	1,306.80	1,334.32	1,354.24	1,394.16	1,425.44	1,426.96	1,457.60	1,523.60
	Annual	33,302	33,810	33,976	34,692	35,210	36,248	37,061	37,100	37,897	39,613
CC	Hourly	16.335	16.499	16.679	16.928	17.278	17.726	18.126	18.143	18.533	19.375
	Bi-Weekly	1,306.80	1,319.92	1,334.32	1,354.24	1,382.24	1,418.08	1,450.08	1,451.44	1,482.64	1,550.00
	Annual	33,976	34,317	34,692	35,210	35,938	36,870	37,702	37,737	38,548	40,300
CD	Hourly	16.335	16.499	16.679	16.928	17.278	17.726	18.126	18.143	18.533	19.375
	Bi-Weekly	1,306.80	1,319.92	1,334.32	1,354.24	1,382.24	1,418.08	1,450.08	1,451.44	1,482.64	1,550.00
	Annual	33,976	34,317	34,692	35,210	35,938	36,870	37,702	37,737	38,548	40,300
CE	Hourly	17.135	17.278	17.427	17.726	18.063	18.521	18.937	18.955	19.364	20.243
	Bi-Weekly	1,370.80	1,382.24	1,394.16	1,418.08	1,445.04	1,481.68	1,514.96	1,516.40	1,549.12	1,619.44
	Annual	35,640	35,938	36,248	36,870	37,571	38,523	39,388	39,426	40,277	42,105
CF	Hourly	17.427	17.601	17.726	18.063	18.326	18.773	19.195	19.215	19.626	20.516
	Bi-Weekly	1,394.16	1,408.08	1,418.08	1,445.04	1,466.08	1,501.84	1,535.60	1,537.20	1,570.08	1,641.28
	Annual	36,248	36,610	36,870	37,571	38,118	39,047	39,925	39,967	40,822	42,673
CG	Hourly	17.729	17.939	18.030	18.404	18.586	19.031	19.460	19.477	19.897	20.800
	Bi-Weekly	1,418.32	1,435.12	1,442.40	1,472.32	1,486.88	1,522.48	1,556.80	1,558.16	1,591.76	1,664.00
	Annual	36,876	37,313	37,502	38,280	38,658	39,584	40,476	40,512	41,385	43,264
CK	Hourly	19.876	20.014	20.169	20.477	20.827	21.225	21.703	21.724	22.190	23.198
	Bi-Weekly	1,590.08	1,601.12	1,613.52	1,638.16	1,666.16	1,698.00	1,736.24	1,737.92	1,775.20	1,855.84
	Annual	41,342	41,629	41,951	42,592	43,320	44,148	45,142	45,185	46,155	48,251

Effective June 1, 2017

**SCHEDULE IX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - OAK FOREST
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73**

Grade	Entry Rate	After 3	After 9	After 1	After 1	After 1	After 1	After 1	After 1	After 1	
		Months at	Months at	Year at 2nd	Year at 3rd	Year at 4th	Year at 5th	Year at 6th	Year at 7th	Year at 8th	
		Entry Rate	1st Step	Step	Step	Step	Step & 10	Step & 12	Step & 15	Step & 20	
				3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	
DA	Hourly	15.771	15.903	16.011	16.335	16.679	16.928	17.308	17.482	17.698	18.501
	Bi-Weekly	1,261.68	1,272.24	1,280.88	1,306.80	1,334.32	1,354.24	1,384.64	1,398.56	1,415.84	1,480.08
	Annual	32,803	33,078	33,302	33,976	34,692	35,210	36,000	36,362	36,811	38,482
DB	Hourly	16.011	16.255	16.335	16.679	16.928	17.427	17.818	17.997	18.220	19.045
	Bi-Weekly	1,280.88	1,300.40	1,306.80	1,334.32	1,354.24	1,394.16	1,425.44	1,439.76	1,457.60	1,523.60
	Annual	33,302	33,810	33,976	34,692	35,210	36,248	37,061	37,433	37,897	39,613
DC	Hourly	16.335	16.499	16.679	16.928	17.278	17.726	18.126	18.307	18.533	19.375
	Bi-Weekly	1,306.80	1,319.92	1,334.32	1,354.24	1,382.24	1,418.08	1,450.08	1,464.56	1,482.64	1,550.00
	Annual	33,976	34,317	34,692	35,210	35,938	36,870	37,702	38,078	38,548	40,300
DE	Hourly	17.135	17.278	17.427	17.726	18.063	18.521	18.937	19.127	19.364	20.243
	Bi-Weekly	1,370.80	1,382.24	1,394.16	1,418.08	1,445.04	1,481.68	1,514.96	1,530.16	1,549.12	1,619.44
	Annual	35,640	35,938	36,248	36,870	37,571	38,523	39,388	39,784	40,277	42,105
DF	Hourly	17.427	17.601	17.726	18.063	18.326	18.773	19.195	19.386	19.626	20.516
	Bi-Weekly	1,394.16	1,408.08	1,418.08	1,445.04	1,466.08	1,501.84	1,535.60	1,550.88	1,570.08	1,641.28
	Annual	36,248	36,610	36,870	37,571	38,118	39,047	39,925	40,322	40,822	42,673
DH	Hourly	18.629	18.773	18.933	19.250	19.573	20.014	20.464	20.670	20.924	21.875
	Bi-Weekly	1,490.32	1,501.84	1,514.64	1,540.00	1,565.84	1,601.12	1,637.12	1,653.60	1,673.92	1,750.00
	Annual	38,748	39,047	39,380	40,040	40,711	41,629	42,565	42,993	43,521	45,500
DJ	Hourly	19.172	19.312	19.474	19.793	20.108	20.553	21.015	21.226	21.489	22.462
	Bi-Weekly	1,533.76	1,544.96	1,557.92	1,583.44	1,608.64	1,644.24	1,681.20	1,698.08	1,719.12	1,796.96
	Annual	39,877	40,168	40,505	41,169	41,824	42,750	43,711	44,150	44,697	46,720
DK	Hourly	19.876	20.014	20.169	20.477	20.827	21.225	21.703	21.920	22.190	23.198
	Bi-Weekly	1,590.08	1,601.12	1,613.52	1,638.16	1,666.16	1,698.00	1,736.24	1,753.60	1,775.20	1,855.84
	Annual	41,342	41,629	41,951	42,592	43,320	44,148	45,142	45,593	46,155	48,251

Effective June 1, 2017

**SCHEDULE X
BUREAU OF HUMAN RESOURCES
ASSISTANT PUBLIC DEFENDER COMPENSATION SCHEDULE - AFSCME**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1 Year at
											Step 7 & 10
L1	Hourly	27.821									
	Bi-Weekly	2,225.68									
	Annual	57,867									
L2	Hourly	32.371	33.968	36.018	37.809	39.711	43.159	44.231	45.784	47.150	
	Bi-Weekly	2,589.68	2,717.44	2,881.44	3,024.72	3,176.88	3,452.72	3,538.48	3,662.72	3,772.00	
	Annual	67,331	70,653	74,917	78,642	82,598	89,770	92,000	95,230	98,072	
L3	Hourly	38.935	40.902	43.349	45.484	49.228	50.453	51.713	53.519	55.125	
	Bi-Weekly	3,114.80	3,272.16	3,467.92	3,638.72	3,938.24	4,036.24	4,137.04	4,281.52	4,410.00	
	Annual	80,984	85,076	90,165	94,606	102,394	104,942	107,563	111,319	114,660	
L4	Hourly	44.598	46.834	49.591	52.138	56.174	57.577	59.016	61.067	62.902	
	Bi-Weekly	3,567.84	3,746.72	3,967.28	4,171.04	4,493.92	4,606.16	4,721.28	4,885.36	5,032.16	
	Annual	92,763	97,414	103,149	108,447	116,841	119,760	122,753	127,019	130,836	

Effective June 1, 2017

**SCHEDULE XI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFFS D2 AND D2B
FRATERNAL ORDER OF POLICE**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	After 1 After 1 Year at 1st Year at 2nd Longevity Longevity Rate & 10 Rate & 15 Years At Years 5th Step Service Service Service Service									
												Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service	Rate & 25 Years Service						
D2	Hourly	25.463	26.726	27.966	29.339	30.824	32.273	33.560	34.918	36.296	37.741										
	Bi-Weekly	2,037.04	2,138.08	2,237.28	2,347.12	2,465.92	2,581.84	2,684.80	2,793.44	2,903.68	3,019.28										
	Annual	52,963	55,590	58,169	61,025	64,113	67,127	69,804	72,629	75,495	78,501										
D2B	Hourly	26.726	27.966	29.339	30.824	32.273	33.560	34.918	36.296	37.741	39.240										
	Bi-Weekly	2,138.08	2,237.28	2,347.12	2,465.92	2,581.84	2,684.80	2,793.44	2,903.68	3,019.28	3,139.20										
	Annual	55,590	58,169	61,025	64,113	67,127	69,804	72,629	75,495	78,501	81,619										

Effective June 1, 2017

**SCHEDULE XII
BUREAU OF HUMAN RESOURCES
PHARMACY TECHNICIANS - LOCAL 200**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
PA	Hourly	16.405	17.172	17.979	18.849	19.755	20.679	20.993	21.399	21.830
	Bi-Weekly	1,312.40	1,373.76	1,438.32	1,507.92	1,580.40	1,654.32	1,679.44	1,711.92	1,746.40
	Annual	34,122	35,717	37,396	39,205	41,090	43,012	43,665	44,509	45,406
PB	Hourly	20.189	21.187	22.260	23.335	24.392	25.613	25.999	26.510	27.039
	Bi-Weekly	1,615.12	1,694.96	1,780.80	1,866.80	1,951.36	2,049.04	2,079.92	2,120.80	2,163.12
	Annual	41,993	44,068	46,300	48,536	50,735	53,275	54,077	55,140	56,241

**SCHEDULE XII
BUREAU OF HUMAN REOURCES
PHARMACISTS
LOCAL 200**

**1ST
STEP**

RX1	Hourly	60.946
12/1/2016	Bi-Weekly	4,875.68
	Annual	126,767.68
RX1	Hourly	62.165
6/1/2017	Bi-Weekly	4,973.20
	Annual	129,303.20

Effective June 1, 2017

**SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
SOCIAL SERVICE CASEWORKERS - MAP 657**

<u>Grade</u>		<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	After 1 Year	After 1 Year	After 1 Year
									at 1st	at 2nd	at 3rd
									Longevity	Longevity	Longevity
									Rate & 10	Rate & 15	Rate & 20
								After 2	Years	Years	Years
								Years At	Service	Service	Service
								5th Step	7th Step	8th Step	9th Step
PS1	Hourly	24.743	25.794	26.892	28.035	29.225	30.468	31.763	33.207	34.719	35.499
	Bi-Weekly	1,979.44	2,063.52	2,151.36	2,242.80	2,338.00	2,437.44	2,541.04	2,656.56	2,777.52	2,839.92
	Annual	51,465	53,651	55,935	58,312	60,788	63,373	66,067	69,070	72,215	73,837
PS2	Hourly	26.563	27.692	28.869	30.097	31.374	32.709	34.100	35.650	37.274	38.112
	Bi-Weekly	2,125.04	2,215.36	2,309.52	2,407.76	2,509.92	2,616.72	2,728.00	2,852.00	2,981.92	3,048.96
	Annual	55,251	57,599	60,047	62,601	65,257	68,034	70,928	74,152	77,529	79,272
PSB	Hourly	27.221	28.375	29.582	30.839	32.151	33.516	34.941	36.531	38.193	39.836
	Bi-Weekly	2,177.68	2,270.00	2,366.56	2,467.12	2,572.08	2,681.28	2,795.28	2,922.48	3,055.44	3,186.88
	Annual	56,619	59,020	61,530	64,145	66,874	69,713	72,677	75,984	79,441	82,858

Effective June 1, 2017

**SCHEDULE XIII
BUREAU OF HUMAN RESOURCES
PROBATION SERVICES - FOP AND TEAMSTERS ONLY**

Grade	Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years	After 1 Year at	After 1 Year at	After 1 Year at	
							At 5th Step	1st Longevity	2nd Longevity	3rd Longevity	
							6th Step	Rate & 10	Rate & 15	Rate & 20	
								Years Service	Years Service	Years Service	
								7th Step	8th Step	9th Step	
PS1	Hourly	24.743	25.794	26.892	28.035	29.225	30.468	31.763	33.207	34.719	35.499
	Bi-Weekly	1,979.44	2,063.52	2,151.36	2,242.80	2,338.00	2,437.44	2,541.04	2,656.56	2,777.52	2,839.92
	Annual	51,465	53,651	55,935	58,312	60,788	63,373	66,067	69,070	72,215	73,837
PS2	Hourly	26.563	27.692	28.869	30.097	31.374	32.709	34.100	35.650	37.274	38.112
	Bi-Weekly	2,125.04	2,215.36	2,309.52	2,407.76	2,509.92	2,616.72	2,728.00	2,852.00	2,981.92	3,048.96
	Annual	55,251	57,599	60,047	62,601	65,257	68,034	70,928	74,152	77,529	79,272
PSB	Hourly	27.221	28.375	29.582	30.839	32.151	33.516	34.941	36.531	38.193	39.836
	Bi-Weekly	2,177.68	2,270.00	2,366.56	2,467.12	2,572.08	2,681.28	2,795.28	2,922.48	3,055.44	3,186.88
	Annual	56,619	59,020	61,530	64,145	66,874	69,713	72,677	75,984	79,441	82,858
PSC	Hourly	29.120	30.358	31.648	32.993	34.395	35.857	37.381	41.004	42.869	43.833
	Bi-Weekly	2,329.60	2,428.64	2,531.84	2,639.44	2,751.60	2,868.56	2,990.48	3,280.32	3,429.52	3,506.64
	Annual	60,569	63,144	65,827	68,625	71,541	74,582	77,752	85,288	89,167	91,172
PS3	Hourly	30.552	31.850	33.202	34.615	36.085	37.619	39.219	41.004	42.869	44.714
	Bi-Weekly	2,444.16	2,548.00	2,656.16	2,769.20	2,886.80	3,009.52	3,137.52	3,280.32	3,429.52	3,577.12
	Annual	63,548	66,248	69,060	71,999	75,056	78,247	81,575	85,288	89,167	93,005
PS3W	Hourly	31.732	33.031	34.383	35.795	37.268	38.800	40.400	42.184	44.049	45.893
	Bi-Weekly	2,538.56	2,642.48	2,750.64	2,863.60	2,981.44	3,104.00	3,232.00	3,374.72	3,523.92	3,671.44
	Annual	66,002	68,704	71,516	74,453	77,517	80,704	84,032	87,742	91,621	95,457

Effective June 1, 2017

**SCHEDULE XIV
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS
MEDICAL TECHNOLOGISTS - SEIU LOCAL 73**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	After 1	After 1	After 1	After 1
												Year at 1st Longevity Rate & 10 Years At 5th Step	Year at 2nd Longevity Rate & 12 Years Service	Year at 3rd Longevity Rate & 15 Years Service	Year at 4th Longevity Rate & 20 Years Service
T16	Hourly	25.049	26.235	27.481	28.795	30.184	31.583	33.195	33.526	33.945	35.494				
	Bi-Weekly	2,003.92	2,098.80	2,198.48	2,303.60	2,414.72	2,526.64	2,655.60	2,682.08	2,715.60	2,839.52				
	Annual	52,101	54,568	57,160	59,893	62,782	65,692	69,045	69,734	70,605	73,827				
T18	Hourly	28.795	30.184	31.583	33.154	34.682	36.395	38.099	38.480	38.966	40.746				
	Bi-Weekly	2,303.60	2,414.72	2,526.64	2,652.32	2,774.56	2,911.60	3,047.92	3,078.40	3,117.28	3,259.68				
	Annual	59,893	62,782	65,692	68,960	72,138	75,701	79,245	80,038	81,049	84,751				

Effective June 1, 2017

**SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
OAK FOREST HOSPITAL PUBLIC SAFETY OFFICERS**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1	After 1	After 1
										Year at 1st	Year at 2nd	Year at 3rd
										Longevity	Longevity	Longevity
										Rate & 10	Rate & 15	Rate & 20
										Years	Years	Years
										Service	Service	Service
										After 2		
										Years At		
										5th Step		
HS1 Hourly	19.987	20.949	21.928	22.981	24.166	25.412	26.423	27.470	27.747			
Bi-Weekly	1,598.96	1,675.92	1,754.24	1,838.48	1,933.28	2,032.96	2,113.84	2,197.60	2,219.76			
Annual	41,572	43,573	45,610	47,800	50,265	52,856	54,959	57,137	57,713			

Effective June 1, 2017

**SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - OAK FOREST HEALTH CENTER SERGEANTS / INVESTIGATORS**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1	After 1	After 1	After 1
											Year at Maximum Rate & 5 Years Service	Year at 1st Longevity Rate & 10 Years Service	Year at 2nd Longevity Rate & 15 Years Service	Year at 3rd Longevity Rate & 20 Years Service
HS2	Hourly	22.230	23.370	24.456	25.687	26.906	28.295	29.423	30.595	30.894				
	Bi-Weekly	1,778.40	1,869.60	1,956.48	2,054.96	2,152.48	2,263.60	2,353.84	2,447.60	2,471.52				
	Annual	46,238	48,609	50,868	53,428	55,964	58,853	61,199	63,637	64,259				
HS3	Hourly	25.687	26.906	28.182	29.527	30.955	32.566	33.867	35.222	36.279				
	Bi-Weekly	2,054.96	2,152.48	2,254.56	2,362.16	2,476.40	2,605.28	2,709.36	2,817.76	2,902.32				
	Annual	53,428	55,964	58,618	61,416	64,386	67,737	70,443	73,261	75,460				

Effective June 1, 2017

**SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
STROGER HOSPITAL SECURITY OFFICERS**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
HS1	Hourly	19.987	20.949	21.928	22.981	24.166	25.412	26.423	27.470	27.747
	Bi-Weekly	1,598.96	1,675.92	1,754.24	1,838.48	1,933.28	2,032.96	2,113.84	2,197.60	2,219.76
	Annual	41,572	43,573	45,610	47,800	50,265	52,856	54,959	57,137	57,713
HSA	Hourly	18.666	19.563	20.474	21.459	22.562	23.605	24.076	24.312	24.564
	Bi-Weekly	1,493.28	1,565.04	1,637.92	1,716.72	1,804.96	1,888.40	1,926.08	1,944.96	1,965.12
	Annual	38,825	40,691	42,585	44,634	46,928	49,098	50,078	50,568	51,093

Effective June 1, 2017

**SCHEDULE XVII
BUREAU OF HUMAN RESOURCES
STROGER HOSPITAL SERGEANTS - HOSPITAL OFFICERS
MAP 270**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>
HS2 Hourly	22.230	23.370	24.456	25.687	26.906	28.295	29.423	30.595	30.894
Bi-Weekly	1,778.40	1,869.60	1,956.48	2,054.96	2,152.48	2,263.60	2,353.84	2,447.60	2,471.52
Annual	46,238	48,609	50,868	53,428	55,964	58,853	61,199	63,637	64,259

Effective June 1, 2017

**SCHEDULE XVIII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - JTDC**

<u>Job Title</u> <u>Title</u>	<u>Grade</u>		<u>1st Step</u>	After 1 Year	After 1 Year at
				<u>& 5 Years</u>	<u>1st Longevity</u>
				<u>Service</u>	<u>Rate & 10 Years</u>
				<u>Service</u>	<u>Service</u>
4614 COSMETOLOGIST	X03	Hourly	19.793	20.086	20.586
		Bi-Weekly	1,583.44	1,606.88	1,646.88
		Annual	41,169	41,778	42,818
2124 COOK II	X04	Hourly	21.644	21.970	22.517
		Bi-Weekly	1,731.52	1,757.60	1,801.36
		Annual	45,019	45,697	46,835
2422 CUSTODIAL WRKR. II	X05	Hourly	19.469	19.754	20.247
		Bi-Weekly	1,557.52	1,580.32	1,619.76
		Annual	40,495	41,088	42,113
2423 CUSTODIAL WRKR. III	X06	Hourly	22.225	22.556	23.116
		Bi-Weekly	1,778.00	1,804.48	1,849.28
		Annual	46,228	46,916	48,081
2131 FOOD SRVC. WORKER I	X07	Hourly	16.324	16.566	16.977
		Bi-Weekly	1,305.92	1,325.28	1,358.16
		Annual	33,953	34,457	35,312
2161 LAUNDRY WORKER II	X07	Hourly	16.324	16.566	16.977
		Bi-Weekly	1,305.92	1,325.28	1,358.16
		Annual	33,953	34,457	35,312
2163 SEAMSTER II	X07	Hourly	16.324	16.566	16.977
		Bi-Weekly	1,305.92	1,325.28	1,358.16
		Annual	33,953	34,457	35,312
2142 HOUSEKEEPER II	X08	Hourly	21.843	22.169	22.722
		Bi-Weekly	1,747.44	1,773.52	1,817.76
		Annual	45,433	46,111	47,261
1253 SUPPLY CLERK III	X13	Hourly	15.975	16.209	16.611
		Bi-Weekly	1,278.00	1,296.72	1,328.88
		Annual	33,228	33,714	34,550

EFFECTIVE JUNE 1, 2017

**SCHEDULE XVIII
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700**

<u>GD</u>	<u>TITLE</u>		<u>1ST STEP</u>	<u>AFTER 1 YEAR & 5 YEARS SRVC</u>	<u>AFTER 1 YEAR AT 1ST LONGEVITY RATE & 10 YEARS SERVC</u>
X05	Custodial Wrkr. II	Hourly	19.483	19.771	20.262
		Bi-Weekly	1,558.64	1,581.68	1,620.96
		Annual	40,525	41,124	42,145
X06	Custodial Wrkr. III	Hourly	22.242	22.573	23.134
		Bi-Weekly	1,779.36	1,805.84	1,850.72
		Annual	46,263	46,952	48,119

Effective June 1, 2017

**SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
FACILITIES MANAGEMENT / SHERIFF SERVICE EMPLOYEES
SEIU LOCAL 73**

<u>Grade</u>	<u>Title</u>		After 1 Year & 5 Years Service After 1st Longevity Rate & 10 Years Service After 2nd Longevity Rate & 15 Years Service After 3rd Longevity Rate & 20 Years Service				
			<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>
X09	Janitor II	Hourly	19.482	19.771	20.261	20.766	22.661
		Bi-Weekly	1,558.56	1,581.68	1,620.88	1,661.28	1,812.88
		Annual	40,522	41,123	42,142	43,193	47,134
X10	Janitor III	Hourly	22.242	22.572	23.134	23.707	25.871
		Bi-Weekly	1,779.36	1,805.76	1,850.72	1,896.56	2,069.68
		Annual	46,263	46,949	48,118	49,310	53,811
X11	Laundry Worker I Janitor I	Hourly	16.011	16.254	16.654	17.066	18.622
		Bi-Weekly	1,280.88	1,300.32	1,332.32	1,365.28	1,489.76
		Annual	33,302	33,808	34,640	35,497	38,733
X12	Seamster I	Hourly	16.011	16.254	16.654	17.066	18.622
		Bi-Weekly	1,280.88	1,300.32	1,332.32	1,365.28	1,489.76
		Annual	33,302	33,808	34,640	35,497	38,733
X14	Elevator Operator	Hourly	18.815	19.095	19.571	20.053	21.882
		Bi-Weekly	1,505.20	1,527.60	1,565.68	1,604.24	1,750.56
		Annual	39,135	39,717	40,707	41,710	45,514
X15	Elevator Starter	Hourly	19.991	20.279	20.768	21.265	23.205
		Bi-Weekly	1,599.28	1,622.32	1,661.44	1,701.20	1,856.40
		Annual	41,581	42,180	43,197	44,231	48,266
X16	Cook II	Hourly	21.661	21.985	22.535	23.102	25.210
		Bi-Weekly	1,732.88	1,758.80	1,802.80	1,848.16	2,016.80
		Annual	45,054	45,728	46,872	48,052	52,436
X17	Window Washer I	Hourly	23.401	23.752	24.346	24.952	26.499
		Bi-Weekly	1,872.08	1,900.16	1,947.68	1,996.16	2,119.92
		Annual	48,674	49,404	50,639	51,900	55,117
X18	Window Washer II	Hourly	24.840	25.213	25.845	26.489	28.907
		Bi-Weekly	1,987.20	2,017.04	2,067.60	2,119.12	2,312.56
		Annual	51,667	52,443	53,757	55,097	60,126

Job Codes: 2411, 2412, 2413, 2171, 2145, 2435, 2436, 2433, & 2434

Effective June 1, 2017

**SCHEDULE XX
BUREAU OF HUMAN RESOURCES
CASEWORKER PUBLIC GUARDIAN**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	After 1 Year	After 1 Year	After 1 Year
											at 1st	at 2nd	at 3rd
											Longevity	Longevity	Longevity
											Rate & 10	Rate & 15	Rate & 20
											Years	Years	Years
											Service	Service	Service
											After 2		
											Years At 5th		
											Step		
PG1	Hourly	24.743	25.873	27.162	28.519	29.947	31.363	34.849	36.066	37.521			
	Bi-Weekly	1,979.44	2,069.84	2,172.96	2,281.52	2,395.76	2,509.04	2,787.92	2,885.28	3,001.68			
	Annual	51,465	53,815	56,496	59,319	62,289	65,235	72,485	75,017	78,043			
PG2	Hourly	26.563	27.832	29.147	30.552	32.014	33.504	35.719	36.961	38.455			
	Bi-Weekly	2,125.04	2,226.56	2,331.76	2,444.16	2,561.12	2,680.32	2,857.52	2,956.88	3,076.40			
	Annual	55,251	57,890	60,625	63,548	66,589	69,688	74,295	76,878	79,986			

**SKILLED TRADES
SCHEDULE XXIV**

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2336	Architectural Iron Worker	\$3,740.00	46.750	06/01/17	\$97,240.00
2335	Architectural Iron Worker Foreman	\$4,020.00	50.250	06/01/17	\$104,520.00
2390	Biomedical Electrical Technician	\$3,792.00	47.400	06/01/17	\$98,592.00
2391	Biomedical Electrical Tech Foreman	\$4,032.00	50.400	06/01/17	\$104,832.00
2307	Boilermaker / Blacksmith	\$3,694.40	46.180	05/01/17	\$96,054.40
2310	Boilermaker / Welder	\$3,694.40	46.180	05/01/17	\$96,054.40
1420	Zoning Plan Examiner I	\$3,708.00	46.350	06/01/17	\$96,408.00
1415	Building & Zoning Inspector II	\$3,708.00	46.350	06/01/17	\$96,408.00
2311	Bricklayer	\$3,630.40	45.380	06/01/17	\$94,390.40
2312	Bricklayer Foreman	\$3,993.60	49.920	06/01/17	\$103,833.60
1402	Building & Construction Plan Examiner I	\$3,708.00	46.350	06/01/17	\$96,408.00
1404	Building & Zoning Inspector	\$3,708.00	46.350	06/01/17	\$96,408.00
2317	Carpenter	\$3,708.00	46.350	06/01/17	\$96,408.00
2318	Carpenter Foreman	\$3,908.00	48.850	06/01/17	\$101,608.00
2327	Chief Electrical Inspector	\$4,272.00	53.400	06/01/17	\$111,072.00
2348	Chief Plumbing Inspector	\$4,511.20	56.390	06/01/17	\$117,291.20
4013	Chief Telecommunications Electrician	\$4,272.00	53.400	06/01/17	\$111,072.00
2328	Electrical Equipment Technician	\$3,792.00	47.400	06/01/17	\$98,592.00
2346	Electrical Equipment Technician Foreman	\$4,032.00	50.400	06/01/17	\$104,832.00
2330	Electrical Inspector	\$4,032.00	50.400	06/01/17	\$104,832.00
2329	Electrical Mechanic	\$3,792.00	47.400	06/01/17	\$98,592.00
2323	Electrical Plan Examiner	\$3,792.00	47.400	06/01/17	\$98,592.00
2324	Electrician	\$3,792.00	47.400	06/01/17	\$98,592.00
2326	Electrician Foreman	\$4,032.00	50.400	06/01/17	\$104,832.00
1411	Elevator Inspector	\$4,155.20	51.940	01/01/16	\$108,035.20
1413	Elevator Mechanic	\$4,155.20	51.940	01/01/16	\$108,035.20
1412	Fire Prevention Inspector	\$3,708.00	46.350	06/01/17	\$96,408.00
2320	Glazier	\$3,396.00	42.450	06/01/17	\$88,296.00
2392	Laborer	\$3,296.00	41.200	06/01/17	\$85,696.00
2396	Laborer Foreman (Highway)	\$3,384.00	42.300	06/01/17	\$87,984.00
2395	Laborer Foreman	\$3,384.00	42.300	06/01/17	\$87,984.00
2393	Laborer I	\$3,296.00	41.200	06/01/17	\$85,696.00
2394	Laborer II	\$3,328.00	41.600	06/01/17	\$86,528.00
2321	Lather	\$3,708.00	46.350	06/01/17	\$96,408.00
2331	Machinist	\$3,804.80	47.560	07/01/17	\$98,924.80
2339	Machinist Foreman	\$4,004.80	50.060	07/01/17	\$104,124.80
2366	Maintenance Worker	\$2,902.40	36.280	06/01/16	\$75,462.40
2367	Maintenance Worker Foreman	\$3,062.40	38.280	06/01/16	\$79,622.40
2431	Marble Polisher	\$2,716.00	33.950	06/01/17	\$70,616.00
2334	Master Locksmith	\$3,740.00	46.750	06/01/17	\$97,240.00
2381	Motor Vehicle Driver I	\$2,848.00	35.600	06/01/16	\$74,048.00
2382	Motor Vehicle Driver II	\$2,868.00	35.850	06/01/16	\$74,568.00
2371	Motor Vehicle Driver (Road Repairman)	\$2,848.00	35.600	06/01/16	\$74,048.00
2451	Operating Engineer I	\$3,677.60	45.970	03/01/17	\$95,617.60
2452	Operating Engineer II	\$3,871.20	48.390	03/01/17	\$100,651.20
2453	Operating Engineer III	\$4,257.60	53.220	03/01/17	\$110,697.60
2454	Operating Engineer IV	\$4,780.80	59.760	03/01/17	\$124,300.80
2354	Painter	\$3,644.00	45.550	06/01/17	\$94,744.00
2356	Painter Foreman	\$4,088.80	51.110	06/01/17	\$106,308.80
2342	Pipecoverer	\$4,040.00	50.500	06/01/17	\$105,040.00

**SKILLED TRADES
SCHEDULE XXIV**

Job Code	Title	Bi-Weekly Salary	Hourly Salary	Effective Date	Annual Salary
2368	Pipecoverer Foreman	\$4,240.00	53.000	06/01/17	\$110,240.00
2388	Pipecoverer Material Handler	\$3,030.40	37.880	06/01/17	\$78,790.40
2389	Pipecoverer Pre-Apprentice	\$2,816.80	35.210	06/01/13	\$73,236.80
2361	Plasterer	\$3,820.00	47.750	07/01/17	\$99,320.00
2363	Plasterer Helper	\$3,296.00	41.200	06/01/17	\$85,696.00
2350	Plumber	\$3,940.00	49.250	06/01/17	\$102,440.00
2352	Plumber Foreman	\$4,176.00	52.200	06/01/17	\$108,576.00
2353	Plumbing Inspector	\$4,020.00	50.250	06/01/16	\$104,520.00
2349	Plumbing Plan Examiner	\$4,176.00	52.200	06/01/17	\$108,576.00
2343	Refrigerator Man	\$3,800.00	47.500	06/01/17	\$98,800.00
2372	Road Equipment Operator	\$3,864.00	48.300	06/01/17	\$100,464.00
2373	Road Equipment Operator (Master Mechanic)	\$4,104.00	51.300	06/01/17	\$106,704.00
2376	Road Equip. Operator (Master Mechanic) Frm	\$4,184.00	52.300	06/01/17	\$108,784.00
2359	Sign Painter (Shopman)	\$2,996.00	37.450	01/01/17	\$77,896.00
2344	Steamfitter	\$3,800.00	47.500	06/01/17	\$98,800.00
2345	Steamfitter Foreman	\$4,040.00	50.500	06/01/17	\$105,040.00
2379	Telecommunications Electrician	\$3,792.00	47.400	06/01/17	\$98,592.00
2378	Telecommunications Electrician Foreman	\$4,032.00	50.400	06/01/17	\$104,832.00
2340	Tinsmith	\$3,480.00	43.500	06/01/17	\$90,480.00
2341	Tinsmith Foreman	\$3,758.40	46.980	06/01/17	\$97,718.40
2225	Ventilating Inspector	\$3,758.40	46.980	06/01/17	\$97,718.40

Effective June 1, 2017

**SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
SHERIFF'S INVESTIGATORS - DAY REPORTING**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 1 Year at Maximum Rate & 5 Years Service 6th Step</u>	<u>After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step</u>	<u>After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step</u>	<u>After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step</u>	<u>After 1 Year at 4th Longevity Rate & 25 Years Service 10th Step</u>
IS2 Hourly	26.305	27.554	28.859	30.246	31.704	33.171	34.491	35.863	37.290	38.780
Bi-Weekly	2,104.40	2,204.32	2,308.72	2,419.68	2,536.32	2,653.68	2,759.28	2,869.04	2,983.20	3,102.40
Annual	54,714	57,312	60,026	62,911	65,944	68,995	71,741	74,595	77,563	80,662

EFFECTIVE JUNE 1, 2012

SCHEDULE XXV
 BUREAU OF HUMAN RESOURCES
 SHERIFF'S INVESTIGATORS (FUGITIVE UNIT)

<u>GRADE</u>	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>	<u>AFTER 1 YR. AT MAXIMUM RATE AND 5 YEARS OF SERVICE</u>	<u>AFTER 1 YR. AT 1ST LONGEVITY RATE AND 10 YRS. OF SERVICE</u>	<u>AFTER 1 YR. AT 2ND LONGEVITY RATE AND 15 YRS. OF SERVICE</u>	<u>AFTER 1 YR. AT 3RD LONGEVITY RATE AND 20 YRS. OF SERVICE</u>	<u>AFTER 1 YR. AT 4TH LONGEVITY RATE AND 25 YRS. OF SERVICE</u>
IS2 Hourly	24.115	25.260	26.458	27.728	29.066	30.412	31.623	32.879	34.187	35.555
Bi-Weekly	1,929.20	2,020.80	2,116.64	2,218.24	2,325.28	2,432.96	2,529.84	2,630.32	2,734.96	2,844.40
Annual	50,159	52,540	55,032	57,674	60,457	63,256	65,775	68,388	71,108	73,954

* This schedule is currently in the process of being updated and reviewed pursuant to ratified 2012- 2017 collective bargaining agreements.

Effective June 1, 2017

**SCHEDULE XXV
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 SHERIFF INVESTIGATORS - FUGITIVE UNIT**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
IS2	Hourly	26.824	28.099	29.431	30.844	32.333	33.830	35.176	36.574	38.029	39.552
	Bi-Weekly	2,145.92	2,247.92	2,354.48	2,467.52	2,586.64	2,706.40	2,814.08	2,925.92	3,042.32	3,164.16
	Annual	55,793	58,445	61,216	64,155	67,252	70,366	73,166	76,073	79,100	82,268

Effective June 1, 2017

**SCHEDULE XXVI
BUREAU OF HUMAN RESOURCES
DEPUTY SHERIFF LIEUTENANT**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 2 Years At 5th Step 6th Step</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>	<u>After 1</u>
							<u>Year at 1st Longevity Rate & 10 Years Service 7th Step</u>	<u>Year at 2nd Longevity Rate & 15 Years Service 8th Step</u>	<u>Year at 3rd Longevity Rate & 20 Years Service 9th Step</u>	<u>Year at 4th Longevity Rate & 25 Years Service 10th Step</u>
D4 Hourly	34.861	36.624	38.358	40.148	42.144	44,236	45,106	45,535	46,007	47,839
Bi-Weekly	2,788.88	2,929.92	3,068.64	3,211.84	3,371.52	3,538.88	3,608.48	3,642.80	3,680.56	3,827.12
Annual	72,510	76,177	79,784	83,507	87,659	92,010	93,820	94,712	95,694	99,505

Effective June 1, 2017

**SCHEDULE XXVII
BUREAU OF HUMAN RESOURCES
INVESTIGATORS (STATE'S ATTORNEY)**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	<u>11th Step</u>	After 1 Year	After 1 Year	After 1 Year	After 1 Year
												at 1st	at 2nd	at 3rd	at 4th
												Longevity	Longevity	Longevity	Longevity
												Rate & 10	Rate & 15	Rate & 20	Rate & 25
												Years Service	Years Service	Years Service	Years Service
												At 6th Step	At 6th Step	At 6th Step	At 6th Step
SA1 Hourly	29.385	30.844	32.382	33.995	35.554	37.311	39.076	39.853	40.253	41.459					
SA1 Bi-Weekly	2,350.80	2,467.52	2,590.56	2,719.60	2,844.32	2,984.88	3,126.08	3,188.24	3,220.24	3,316.72					
SA1 Annual	61,120	64,155	67,354	70,709	73,952	77,606	81,278	82,894	83,726	86,234					
SA2 Hourly	33.995	35.554	37.311	39.076	40.955	42.879	44.975	45.634	46.080	47.462	47.938				
SA2 Bi-Weekly	2,719.60	2,844.32	2,984.88	3,126.08	3,276.40	3,430.32	3,598.00	3,650.72	3,686.40	3,796.96	3,835.04				
SA2 Annual	70,709	73,952	77,606	81,278	85,186	89,188	93,548	94,918	95,846	98,720	99,711				

Effective June 1, 2017

**SCHEDULE XXVIII
BUREAU OF HUMAN RESOURCES
DEPUTY SERGEANT'S**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
D3 Hourly	29.090	30.519	32.075	33.621	35.150	36.912	38.384	39.916	41.493	43.144
Bi-Weekly	2,327.20	2,441.52	2,566.00	2,689.68	2,812.00	2,952.96	3,070.72	3,193.28	3,319.44	3,451.52
Annual	60,507	63,479	66,716	69,931	73,112	76,776	79,838	83,025	86,305	89,739

SCHEDULE XXIX

BUREAU OF HUMAN RESOURCES

SKILLED TRADES-APPRENTICESHIP PROGRAMS

<u>Job Code</u>	<u>Title</u>	<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>Effective Date</u>
4009	Operating Engineer Trainee	XA2	\$13.50	\$14.50	\$15.75	\$17.00	7/1/2014

Operating Engineer Trainee

Step progression is as follows: Starting rate/first 12 months: Step 1. Second year (months 13-24): Step 2.

After 24 months: Step 3.

Effective June 1, 2017

**SCHEDULE XXX
BUREAU OF HUMAN RESOURCES
TEAMSTERS 700 - SHERIFF'S INVESTIGATOR II (INTENSIVE SUPERVISION)**

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>	After 1	After 1	After 1	After 1	After 1
											Year at Maximum Rate & 5 Years of Service	Year at 1st Longevity Rate & 10 Years of Service	Year 2nd Longevity Rate & 15 Years of Service	Year 3rd Longevity Rate & 20 Years of Service	Year 4th Longevity Rate & 25 Years of Service
CS2 Hourly	26.813	28.087	29.417	30.831	32.319	33.808	35.160	36.560	38.013	39.531					
Bi-Weekly	2,145.04	2,246.96	2,353.36	2,466.48	2,585.52	2,704.64	2,812.80	2,924.80	3,041.04	3,162.48					
Annual	55,771	58,420	61,187	64,128	67,223	70,320	73,132	76,044	79,067	82,224					

Effective June 1, 2017

SCHEDULE XXXI
BUREAU OF HUMAN RESOURCES
DEPUTY CHIEF

<u>Grade</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	After 1 Year at	After 1 Year at	After 1 Year at	After 1 Year at	After 1 Year at
						Maximum	1st Longevity	2nd Longevity	3rd Longevity	4th Longevity
						Rate & 5 Years	Rate & 10	Rate & 15	Rate & 20	Rate & 25
						Service	Years Service	Years Service	Years Service	Years Service
						<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>	<u>9th Step</u>	<u>10th Step</u>
DC1 Hourly	29.494	30.897	32.357	33.913	35.545	37.187	38.674	40.214	41.813	43.484
DC1 Bi-Weekly	2,359.52	2,471.76	2,588.56	2,713.04	2,843.60	2,974.96	3,093.92	3,217.12	3,345.04	3,478.72
DC1 Annual	61,347	64,265	67,302	70,539	73,933	77,348	80,441	83,645	86,971	90,446

Effective June 1, 2017

**SCHEDULE XXXII
BUREAU OF HUMAN RESOURCES
PSYCHOLOGIST UNION
STROGER HOSPITAL
SEIU LOCAL 20 HEALTH**

<u>Grade</u>	<u>Entry Rate</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>
PSY Hourly	51.618	54.803	56.468	57.607
Bi-Weekly	4,129.44	4,384.24	4,517.44	4,608.56
Annual	107,365	113,990	117,453	119,822

**Schedule XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER
EFFECTIVE JUNE 1, 2017**

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	366	34.715	2,777.20	72,207
K	367	34.888	2,791.04	72,567
K	368	35.061	2,804.88	72,927
K	369	35.239	2,819.12	73,297
K	370	35.413	2,833.04	73,659
K	371	35.592	2,847.36	74,031
K	372	35.769	2,861.52	74,400
K	373	35.950	2,876.00	74,776
K	374	36.127	2,890.16	75,144
K	375	36.309	2,904.72	75,523
K	376	36.491	2,919.28	75,901
K	377	36.672	2,933.76	76,278
K	378	36.856	2,948.48	76,660
K	379	37.039	2,963.12	77,041
K	380	37.226	2,978.08	77,430
K	381	37.412	2,992.96	77,817
K	382	37.599	3,007.92	78,206
K	383	37.788	3,023.04	78,599
K	384	37.976	3,038.08	78,990
K	385	38.165	3,053.20	79,383
K	386	38.356	3,068.48	79,780
K	387	38.551	3,084.08	80,186
K	388	38.742	3,099.36	80,583
K	389	38.935	3,114.80	80,985
K	390	39.130	3,130.40	81,390
K	391	39.326	3,146.08	81,798
K	392	39.522	3,161.76	82,206
K	393	39.720	3,177.60	82,618
K	394	39.920	3,193.60	83,034
K	395	40.117	3,209.36	83,443
K	396	40.318	3,225.44	83,861
K	397	40.521	3,241.68	84,284
K	398	40.725	3,258.00	84,708
K	399	40.926	3,274.08	85,126
K	400	41.130	3,290.40	85,550
K	401	41.338	3,307.04	85,983
K	402	41.544	3,323.52	86,412
K	403	41.752	3,340.16	86,844
K	404	41.959	3,356.72	87,275
K	405	42.170	3,373.60	87,714

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	406	42.381	3,390.48	88,152
K	407	42.594	3,407.52	88,596
K	408	42.806	3,424.48	89,036
K	409	43.021	3,441.68	89,484
K	410	43.236	3,458.88	89,931
K	411	43.451	3,476.08	90,378
K	412	43.668	3,493.44	90,829
K	413	43.887	3,510.96	91,285
K	414	44.107	3,528.56	91,743
K	415	44.325	3,546.00	92,196
K	416	44.547	3,563.76	92,658
K	417	44.771	3,581.68	93,124
K	418	44.994	3,599.52	93,588
K	419	45.222	3,617.76	94,062
K	420	45.447	3,635.76	94,530
K	421	45.676	3,654.08	95,006
K	422	45.903	3,672.24	95,478
K	423	46.133	3,690.64	95,957
K	424	46.364	3,709.12	96,437
K	425	46.596	3,727.68	96,920
K	426	46.827	3,746.16	97,400
K	427	47.061	3,764.88	97,887
K	428	47.295	3,783.60	98,374
K	429	47.531	3,802.48	98,864
K	430	47.770	3,821.60	99,362
K	431	48.009	3,840.72	99,859
K	432	48.247	3,859.76	100,354
K	433	48.489	3,879.12	100,857
K	434	48.729	3,898.32	101,356
K	435	48.974	3,917.92	101,866
K	436	49.217	3,937.36	102,371
K	437	49.466	3,957.28	102,889
K	438	49.713	3,977.04	103,403
K	439	49.962	3,996.96	103,921
K	440	50.211	4,016.88	104,439
K	441	50.463	4,037.04	104,963
K	442	50.715	4,057.20	105,487
K	443	50.969	4,077.52	106,016
K	444	51.225	4,098.00	106,548
K	445	51.481	4,118.48	107,080

**Schedule XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER
EFFECTIVE JUNE 1, 2017**

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	446	51.738	4,139.04	107,615
K	447	51.996	4,159.68	108,152
K	448	52.256	4,180.48	108,692
K	449	52.516	4,201.28	109,233
K	450	52.780	4,222.40	109,782
K	451	53.043	4,243.44	110,329
K	452	53.309	4,264.72	110,883
K	453	53.578	4,286.24	111,442
K	454	53.844	4,307.52	111,996
K	455	54.112	4,328.96	112,553
K	456	54.383	4,350.64	113,117
K	457	54.655	4,372.40	113,682
K	458	54.929	4,394.32	114,252
K	459	55.204	4,416.32	114,824
K	460	55.481	4,438.48	115,400
K	461	55.756	4,460.48	115,972
K	462	56.037	4,482.96	116,557
K	463	56.315	4,505.20	117,135
K	464	56.598	4,527.84	117,724
K	465	56.879	4,550.32	118,308
K	466	57.166	4,573.28	118,905
K	467	57.449	4,595.92	119,494
K	468	57.736	4,618.88	120,091
K	469	58.027	4,642.16	120,696
K	470	58.315	4,665.20	121,295
K	471	58.607	4,688.56	121,903
K	472	58.901	4,712.08	122,514
K	473	59.196	4,735.68	123,128
K	474	59.492	4,759.36	123,743
K	475	59.788	4,783.04	124,359
K	476	60.088	4,807.04	124,983
K	477	60.388	4,831.04	125,607
K	478	60.692	4,855.36	126,239
K	479	60.994	4,879.52	126,868
K	480	61.298	4,903.84	127,500
K	481	61.606	4,928.48	128,140
K	482	61.914	4,953.12	128,781
K	483	62.222	4,977.76	129,422
K	484	62.535	5,002.80	130,073
K	485	62.847	5,027.76	130,722

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	486	63.160	5,052.80	131,373
K	487	63.477	5,078.16	132,032
K	488	63.795	5,103.60	132,694
K	489	64.112	5,128.96	133,353
K	490	64.434	5,154.72	134,023
K	491	64.756	5,180.48	134,692
K	492	65.080	5,206.40	135,366
K	493	65.406	5,232.48	136,044
K	494	65.733	5,258.64	136,725
K	495	66.062	5,284.96	137,409
K	496	66.392	5,311.36	138,095
K	497	66.723	5,337.84	138,784
K	498	67.058	5,364.64	139,481
K	499	67.392	5,391.36	140,175
K	500	67.729	5,418.32	140,876
K	501	68.069	5,445.52	141,584
K	502	68.409	5,472.72	142,291
K	503	68.750	5,500.00	143,000
K	504	69.095	5,527.60	143,718
K	505	69.441	5,555.28	144,437
K	506	69.786	5,582.88	145,155
K	507	70.137	5,610.96	145,885
K	508	70.487	5,638.96	146,613
K	509	70.840	5,667.20	147,347
K	510	71.193	5,695.44	148,081
K	511	71.550	5,724.00	148,824
K	512	71.906	5,752.48	149,564
K	513	72.268	5,781.44	150,317
K	514	72.628	5,810.24	151,066
K	515	72.991	5,839.28	151,821
K	516	73.356	5,868.48	152,580
K	517	73.724	5,897.92	153,346
K	518	74.092	5,927.36	154,111
K	519	74.461	5,956.88	154,879
K	520	74.834	5,986.72	155,655
K	521	75.208	6,016.64	156,433
K	522	75.586	6,046.88	157,219
K	523	75.963	6,077.04	158,003
K	524	76.343	6,107.44	158,793
K	525	76.723	6,137.84	159,584

Schedule XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER
EFFECTIVE JUNE 1, 2017

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	526	77.107	6,168.56	160,383
K	527	77.493	6,199.44	161,185
K	528	77.880	6,230.40	161,990
K	529	78.272	6,261.76	162,806
K	530	78.661	6,292.88	163,615
K	531	79.056	6,324.48	164,436
K	532	79.450	6,356.00	165,256
K	533	79.848	6,387.84	166,084
K	534	80.246	6,419.68	166,912
K	535	80.647	6,451.76	167,746
K	536	81.053	6,484.24	168,590
K	537	81.454	6,516.32	169,424
K	538	81.863	6,549.04	170,275
K	539	82.274	6,581.92	171,130
K	540	82.685	6,614.80	171,985
K	541	83.098	6,647.84	172,844
K	542	83.513	6,681.04	173,707
K	543	83.932	6,714.56	174,579
K	544	84.352	6,748.16	175,452
K	545	84.773	6,781.84	176,328
K	546	85.196	6,815.68	177,208
K	547	85.622	6,849.76	178,094
K	548	86.050	6,884.00	178,984
K	549	86.481	6,918.48	179,880
K	550	86.913	6,953.04	180,779
K	551	87.347	6,987.76	181,682
K	552	87.784	7,022.72	182,591
K	553	88.223	7,057.84	183,504
K	554	88.665	7,093.20	184,423
K	555	89.107	7,128.56	185,343
K	556	89.555	7,164.40	186,274
K	557	90.002	7,200.16	187,204
K	558	90.451	7,236.08	188,138
K	559	90.901	7,272.08	189,074
K	560	91.357	7,308.56	190,023
K	561	91.812	7,344.96	190,969
K	562	92.274	7,381.92	191,930
K	563	92.734	7,418.72	192,887
K	564	93.198	7,455.84	193,852
K	565	93.665	7,493.20	194,823

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	566	94.133	7,530.64	195,797
K	567	94.603	7,568.24	196,774
K	568	95.076	7,606.08	197,758
K	569	95.551	7,644.08	198,746
K	570	96.030	7,682.40	199,742
K	571	96.510	7,720.80	200,741
K	572	96.993	7,759.44	201,745
K	573	97.478	7,798.24	202,754
K	574	97.966	7,837.28	203,769
K	575	98.456	7,876.48	204,788
K	576	98.948	7,915.84	205,812
K	577	99.442	7,955.36	206,839
K	578	99.938	7,995.04	207,871
K	579	100.437	8,034.96	208,909
K	580	100.941	8,075.28	209,957
K	581	101.446	8,115.68	211,008
K	582	101.953	8,156.24	212,062
K	583	102.461	8,196.88	213,119
K	584	102.975	8,238.00	214,188
K	585	103.488	8,279.04	215,255
K	586	104.006	8,320.48	216,332
K	587	104.528	8,362.24	217,418
K	588	105.049	8,403.92	218,502
K	589	105.575	8,446.00	219,596
K	590	106.102	8,488.16	220,692
K	591	106.633	8,530.64	221,797
K	592	107.166	8,573.28	222,905
K	593	107.703	8,616.24	224,022
K	594	108.239	8,659.12	225,137
K	595	108.782	8,702.56	226,267
K	596	109.326	8,746.08	227,398
K	597	109.872	8,789.76	228,534
K	598	110.422	8,833.76	229,678
K	599	110.973	8,877.84	230,824
K	600	111.530	8,922.40	231,982
K	601	112.088	8,967.04	233,143
K	602	112.648	9,011.84	234,308
K	603	113.211	9,056.88	235,479
K	604	113.778	9,102.24	236,658
K	605	114.346	9,147.68	237,840

**Schedule XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER
EFFECTIVE JUNE 1, 2017**

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	606	114.916	9,193.28	239,025
K	607	115.492	9,239.36	240,223
K	608	116.068	9,285.44	241,421
K	609	116.650	9,332.00	242,632
K	610	117.233	9,378.64	243,845
K	611	117.819	9,425.52	245,064
K	612	118.407	9,472.56	246,287
K	613	118.999	9,519.92	247,518
K	614	119.594	9,567.52	248,756
K	615	120.194	9,615.52	250,004
K	616	120.794	9,663.52	251,252
K	617	121.397	9,711.76	252,506
K	618	122.005	9,760.40	253,770
K	619	122.614	9,809.12	255,037
K	620	123.227	9,858.16	256,312
K	621	123.844	9,907.52	257,596
K	622	124.463	9,957.04	258,883
K	623	125.087	10,006.96	260,181
K	624	125.710	10,056.80	261,477
K	625	126.341	10,107.28	262,789
K	626	126.970	10,157.60	264,098
K	627	127.606	10,208.48	265,420
K	628	128.246	10,259.68	266,752
K	629	128.886	10,310.88	268,083
K	630	129.528	10,362.24	269,418
K	631	130.175	10,414.00	270,764
K	632	130.828	10,466.24	272,122
K	633	131.483	10,518.64	273,485
K	634	132.141	10,571.28	274,853
K	635	132.802	10,624.16	276,228
K	636	133.465	10,677.20	277,607
K	637	134.133	10,730.64	278,997
K	638	134.803	10,784.24	280,390
K	639	135.477	10,838.16	281,792
K	640	136.155	10,892.40	283,202
K	641	136.836	10,946.88	284,619
K	642	137.519	11,001.52	286,040
K	643	138.207	11,056.56	287,471
K	644	138.900	11,112.00	288,912
K	645	139.594	11,167.52	290,356

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	646	140.293	11,223.44	291,809
K	647	140.993	11,279.44	293,265
K	648	141.697	11,335.76	294,730
K	649	142.404	11,392.32	296,200
K	650	143.118	11,449.44	297,685
K	651	143.832	11,506.56	299,171
K	652	144.550	11,564.00	300,664
K	653	145.274	11,621.92	302,170
K	654	146.000	11,680.00	303,680
K	655	146.729	11,738.32	305,196
K	656	147.463	11,797.04	306,723
K	657	148.201	11,856.08	308,258
K	658	148.942	11,915.36	309,799
K	659	149.687	11,974.96	311,349
K	660	150.435	12,034.80	312,905
K	661	151.187	12,094.96	314,469
K	662	151.944	12,155.52	316,044
K	663	152.704	12,216.32	317,624
K	664	153.467	12,277.36	319,211
K	665	154.235	12,338.80	320,809
K	666	155.005	12,400.40	322,410
K	667	155.782	12,462.56	324,027
K	668	156.560	12,524.80	325,645
K	669	157.341	12,587.28	327,269
K	670	158.131	12,650.48	328,912
K	671	158.919	12,713.52	330,552
K	672	159.715	12,777.20	332,207
K	673	160.514	12,841.12	333,869
K	674	161.315	12,905.20	335,535
K	675	162.123	12,969.84	337,216
K	676	162.933	13,034.64	338,901
K	677	163.748	13,099.84	340,596
K	678	164.566	13,165.28	342,297
K	679	165.389	13,231.12	344,009
K	680	166.217	13,297.36	345,731
K	681	167.047	13,363.76	347,458
K	682	167.882	13,430.56	349,195
K	683	168.722	13,497.76	350,942
K	684	169.564	13,565.12	352,693
K	685	170.412	13,632.96	354,457

Schedule XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER
EFFECTIVE JUNE 1, 2017

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	686	171.266	13,701.28	356,233
K	687	172.120	13,769.60	358,010
K	688	172.981	13,838.48	359,800
K	689	173.846	13,907.68	361,600
K	690	174.717	13,977.36	363,411
K	691	175.589	14,047.12	365,225
K	692	176.467	14,117.36	367,051
K	693	177.349	14,187.92	368,886
K	694	178.235	14,258.80	370,729
K	695	179.127	14,330.16	372,584
K	696	180.024	14,401.92	374,450
K	697	180.923	14,473.84	376,320
K	698	181.828	14,546.24	378,202
K	699	182.737	14,618.96	380,093
K	700	183.651	14,692.08	381,994
K	701	184.569	14,765.52	383,904
K	702	185.491	14,839.28	385,821
K	703	186.419	14,913.52	387,752
K	704	187.351	14,988.08	389,690
K	705	188.288	15,063.04	391,639
K	706	189.229	15,138.32	393,596
K	707	190.176	15,214.08	395,566
K	708	191.127	15,290.16	397,544
K	709	192.082	15,366.56	399,531
K	710	193.043	15,443.44	401,529
K	711	194.008	15,520.64	403,537
K	712	194.980	15,598.40	405,558
K	713	195.954	15,676.32	407,584
K	714	196.931	15,754.48	409,616
K	715	197.918	15,833.44	411,669
K	716	198.907	15,912.56	413,727
K	717	199.903	15,992.24	415,798
K	718	200.901	16,072.08	417,874
K	719	201.906	16,152.48	419,964
K	720	202.916	16,233.28	422,065
K	721	203.929	16,314.32	424,172
K	722	204.949	16,395.92	426,294
K	723	205.974	16,477.92	428,426
K	724	207.004	16,560.32	430,568
K	725	208.038	16,643.04	432,719

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	726	209.081	16,726.48	434,888
K	727	210.123	16,809.84	437,056
K	728	211.174	16,893.92	439,242
K	729	212.230	16,978.40	441,438
K	730	213.290	17,063.20	443,643
K	731	214.357	17,148.56	445,863
K	732	215.430	17,234.40	448,094
K	733	216.507	17,320.56	450,335
K	734	217.588	17,407.04	452,583
K	735	218.678	17,494.24	454,850
K	736	219.771	17,581.68	457,124
K	737	220.870	17,669.60	459,410
K	738	221.974	17,757.92	461,706
K	739	223.084	17,846.72	464,015
K	740	224.199	17,935.92	466,334
K	741	225.321	18,025.68	468,668
K	742	226.447	18,115.76	471,010
K	743	227.581	18,206.48	473,368
K	744	228.717	18,297.36	475,731
K	745	229.860	18,388.80	478,109
K	746	231.010	18,480.80	480,501
K	747	232.165	18,573.20	482,903
K	748	233.328	18,666.24	485,322
K	749	234.494	18,759.52	487,748
K	750	235.667	18,853.36	490,187
K	751	236.845	18,947.60	492,638
K	752	238.029	19,042.32	495,100
K	753	239.221	19,137.68	497,580
K	754	240.416	19,233.28	500,065
K	755	241.620	19,329.60	502,570
K	756	242.828	19,426.24	505,082
K	757	244.042	19,523.36	507,607
K	758	245.262	19,620.96	510,145
K	759	246.488	19,719.04	512,695
K	760	247.720	19,817.60	515,258
K	761	248.961	19,916.88	517,839
K	762	250.205	20,016.40	520,426
K	763	251.457	20,116.56	523,031
K	764	252.712	20,216.96	525,641
K	765	253.976	20,318.08	528,270

**Schedule XXXIII
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 20 DOCTORS COUNCIL
STROGER HOSPITAL/CORE CENTER
EFFECTIVE JUNE 1, 2017**

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	766	255.247	20,419.76	530,914
K	767	256.523	20,521.84	533,568
K	768	257.806	20,624.48	536,236
K	769	259.094	20,727.52	538,916
K	770	260.388	20,831.04	541,607
K	771	261.691	20,935.28	544,317
K	772	263.001	21,040.08	547,042
K	773	264.315	21,145.20	549,775
K	774	265.637	21,250.96	552,525
K	775	266.965	21,357.20	555,287
K	776	268.299	21,463.92	558,062
K	777	269.640	21,571.20	560,851
K	778	270.990	21,679.20	563,659
K	779	272.343	21,787.44	566,473
K	780	273.707	21,896.56	569,311
K	781	275.073	22,005.84	572,152
K	782	276.449	22,115.92	575,014
K	783	277.833	22,226.64	577,893
K	784	279.221	22,337.68	580,780
K	785	280.617	22,449.36	583,683
K	786	282.019	22,561.52	586,600
K	787	283.430	22,674.40	589,534
K	788	284.846	22,787.68	592,480
K	789	286.273	22,901.84	595,448
K	790	287.703	23,016.24	598,422
K	791	289.141	23,131.28	601,413
K	792	290.587	23,246.96	604,421
K	793	292.038	23,363.04	607,439
K	794	293.499	23,479.92	610,478
K	795	294.968	23,597.44	613,533
K	796	296.442	23,715.36	616,599
K	797	297.925	23,834.00	619,684
K	798	299.414	23,953.12	622,781
K	799	300.911	24,072.88	625,895
K	800	302.417	24,193.36	629,027
K	801	303.927	24,314.16	632,168
K	802	305.448	24,435.84	635,332
K	803	306.974	24,557.92	638,506
K	804	308.509	24,680.72	641,699
K	805	310.052	24,804.16	644,908
K	806	311.602	24,928.16	648,132

GRADE	STEP	HOURLY	BI-WEEKLY	ANNUAL
K	807	313.160	25,052.80	651,373
K	808	314.726	25,178.08	654,630
K	809	316.301	25,304.08	657,906
K	810	317.882	25,430.56	661,195
K	811	319.470	25,557.60	664,498
K	812	321.069	25,685.52	667,824
K	813	322.674	25,813.92	671,162
K	814	324.288	25,943.04	674,519
K	815	325.908	26,072.64	677,889
K	816	327.537	26,202.96	681,277
K	817	329.175	26,334.00	684,684
K	818	330.824	26,465.92	688,114
K	819	332.477	26,598.16	691,552
K	820	334.141	26,731.28	695,013
K	821	335.812	26,864.96	698,489
K	822	337.490	26,999.20	701,979
K	823	339.178	27,134.24	705,490
K	824	340.874	27,269.92	709,018
K	825	342.578	27,406.24	712,562
K	826	344.291	27,543.28	716,125
K	827	346.014	27,681.12	719,709
K	828	347.741	27,819.28	723,301
K	829	349.482	27,958.56	726,923
K	830	351.228	28,098.24	730,554

Effective June 1, 2017

**SCHEDULE XXXIV
BUREAU OF HUMAN RESOURCES
ASSISTANT MEDICAL EXAMINER I
NON FORENSIC BOARD CERTIFIED - SEIU 20**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>
E1	Hourly	90.170	92.426	94.736	97.105	99.532	102.018	104.569	107.185
	Bi-Weekly	7,213.60	7,394.08	7,578.88	7,768.40	7,962.56	8,161.44	8,365.52	8,574.80
	Annual	187,553	192,246	197,050	201,978	207,026	212,197	217,503	222,944
E2	Hourly	92.426	94.736	97.105	99.532	102.018	104.569	107.185	
	Bi-Weekly	7,394.08	7,578.88	7,768.40	7,962.56	8,161.44	8,365.52	8,574.80	
	Annual	192,246	197,050	201,978	207,026	212,197	217,503	222,944	
E3	Hourly	94.736	97.105	99.532	102.018	104.569	107.185		
	Bi-Weekly	7,578.88	7,768.40	7,962.56	8,161.44	8,365.52	8,574.80		
	Annual	197,050	201,978	207,026	212,197	217,503	222,944		
E4	Hourly	97.105	99.532	102.018	104.569	107.185			
	Bi-Weekly	7,768.40	7,962.56	8,161.44	8,365.52	8,574.80			
	Annual	201,978	207,026	212,197	217,503	222,944			
E5	Hourly	99.532	102.018	104.569	107.185				
	Bi-Weekly	7,962.56	8,161.44	8,365.52	8,574.80				
	Annual	207,026	212,197	217,503	222,944				
E6	Hourly	102.018	104.569	107.185					
	Bi-Weekly	8,161.44	8,365.52	8,574.80					
	Annual	212,197	217,503	222,944					
E7	Hourly	104.569	107.185						
	Bi-Weekly	8,365.52	8,574.80						
	Annual	217,503	222,944						

- Job Code 1743 E1 - 0-3 years f/t experience post Forensic Fellowship Training
- Job Code 6030 E2 - 4-6 years
- Job Code 6031 E3 - 7-9 years
- Job Code 6032 E4 - 10-12 years
- Job Code 6033 E5 - 13-15 years
- Job Code 6034 E6 - 16-19 years
- Job Code 6035 E7 - 19 years and over

Effective June 1, 2017

**SCHEDULE XXXIV
BUREAU OF HUMAN RESOURCES
ASSISTANT MEDICAL EXAMINER II
FORENSIC BOARD CERTIFIED - SEIU 20**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>6th Step</u>	<u>7th Step</u>	<u>8th Step</u>
E8	Hourly	96.929	99.351	101.836	104.382	106.991	109.666	112.408	115.218
	Bi-Weekly	7,754.32	7,948.08	8,146.88	8,350.56	8,559.28	8,773.28	8,992.64	9,217.44
	Annual	201,612	206,650	211,818	217,114	222,541	228,105	233,808	239,653
E9	Hourly	99.351	101.836	104.382	106.991	109.666	112.408	115.218	
	Bi-Weekly	7,948.08	8,146.88	8,350.56	8,559.28	8,773.28	8,992.64	9,217.44	
	Annual	206,650	211,818	217,114	222,541	228,105	233,808	239,653	
E10	Hourly	101.836	104.382	106.991	109.666	112.408	115.218		
	Bi-Weekly	8,146.88	8,350.56	8,559.28	8,773.28	8,992.64	9,217.44		
	Annual	211,818	217,114	222,541	228,105	233,808	239,653		
E11	Hourly	104.382	106.991	109.666	112.408	115.218			
	Bi-Weekly	8,350.56	8,559.28	8,773.28	8,992.64	9,217.44			
	Annual	217,114	222,541	228,105	233,808	239,653			
E12	Hourly	106.991	109.666	112.408	115.218				
	Bi-Weekly	8,559.28	8,773.28	8,992.64	9,217.44				
	Annual	222,541	228,105	233,808	239,653				
E13	Hourly	109.666	112.408	115.218					
	Bi-Weekly	8,773.28	8,992.64	9,217.44					
	Annual	228,105	233,808	239,653					
E14	Hourly	112.408	115.218						
	Bi-Weekly	8,992.64	9,217.44						
	Annual	233,808	239,653						

- Job Code 5921 E8 - 0-3 years f/t experience post Forensic Board Certification
- Job Code 6036 E9 - 4-6 years
- Job Code 6037 E10 - 7-9 years
- Job Code 6038 E11 - 10-12 years
- Job Code 6039 E12 - 13-15 years
- Job Code 6040 E13 - 16-19 years
- Job Code 6041 E14 - 19 years and over

EFFECTIVE JUNE 1, 2017

**SCHEDULE XXXV
BUREAU OF HUMAN RESOURCES
FIREMAN AND OILERS
SEIU LOCAL #1**

Job Code	Title	Grade	Bi-Weekly Salary	Hourly Salary	Annual Salary
2444	Boiler Washer	X	\$2,945.52	\$36.819	\$76,583.52
2443	Fireman	X	\$2,945.52	\$36.819	\$76,583.52
2446	Fireman Helper	X	\$2,818.16	\$35.227	\$73,272.16
2445	Mechanical Assistant	X	\$2,945.52	\$36.819	\$76,583.52



POSITION CLASSIFICATION AND NON-UNION PAY PLAN

SALARY SCHEDULE

PLEASE NOTE: The following non-union salary schedules have been compressed, effective December 1, 2017:

Non-Union Schedule I

Non-Union Schedule II: Nurses

Non-Union Schedule IV: County Police

Non-Union Schedule XIV: Medical Technologists

Non-Union Schedule XVI: Attorneys

The compression of these salary schedules results in a 2% difference between each step, allowing employees to advance one step at a time, and receive a 2% increase with each step increase. The previous version of these salary schedules provided a 0.5% between each step, and employees advanced four steps with each scheduled salary step increase. The newly compressed salary schedules are easier for employees to understand and create better efficiencies in salary schedule maintenance.

I. ENTRY RATE

A new employee entering the County service in a non-union classification shall be paid at least the minimum salary provided in the salary step in which the job has been placed. Advanced step hiring above the entry rate for the grade requires a written letter of justification to the Chief, Bureau of Human Resources.

An employee who is separated from the County payroll for reasons other than disability, leave of absence, or termination for cause shall be eligible to receive the salary received at the time of separation if the employee returns within 30 calendar days from the date of separation.

II. APPLICABILITY OF STEP PROGRESSION AND STEP PLACEMENT

It is the intent of this resolution that employees compensated according to the salary schedules shall be required to work a minimum of twelve (12) consecutive months (twenty days of work is considered a month) at each step, except where elsewhere provided for in this resolution.

In general, the following rules shall apply:

- A. Step advances shall be granted upon completion of twelve consecutive months of continuous service in each step until the maximum salary is reached.
- B. Step advancement will be effective the first full pay period following the employee's anniversary date.
- C. Eligibility for longevity bonus will be given when an employee reaches the maximum step for the grade of the position. The longevity pay will be effective the first full pay period following the employee's anniversary date and

is determined by the number of years of service at Cook County. The longevity bonus is based on the salary group in which an employee's rate resides and the years of service. See sample table below:

SALARY RANGE IN 1,000s	EXAMPLE	BONUS RATE	YEARS OF SERVICE CONTINUOUS WITH COUNTY ONLY			
			10	15	20	25
1-19.99K	\$ 10,000.00	2.00%	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00
20-29.99K	\$ 20,000.00	2.00%	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00
30K - 39.99K	\$ 30,000.00	2.00%	\$ 600.00	\$ 700.00	\$ 800.00	\$ 900.00
40K - 49.99K	\$ 40,000.00	2.00%	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00
50K -59.99K	\$ 50,000.00	2.00%	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00
60K - 69.99K	\$ 60,000.00	2.00%	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00
70K - 79.99K	\$ 70,000.00	2.00%	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00
80K - 89.99K	\$ 80,000.00	2.00%	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00
90K - 99.99K	\$ 90,000.00	2.00%	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00
100K <	\$ 100,000.00	2.00%	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00

Except K12, 024, and any other Executive Level Position

- D. Advanced Step progression requires a written letter of justification subject to the approval to the Bureau Chief of Human Resources.

III. EXISTING RATES

An employee whose compensation is above the maximum salary of the salary grade in which the job classification has been placed shall not have the salary reduced during the incumbency in the job classification held as of the date of this resolution unless the reduction is authorized by the Cook County Board of Commissioners pursuant to the implementation of shutdown days, a furlough program, unpaid holidays or another program established to address a budget deficit.

No salary shall be raised without written approval from the Chief, Bureau of Human Resources.

IV. TRANSFERS OR CHANGES OF POSITIONS

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary he or she has been receiving at the time of transfer, provided the budget of the department to which he or she has been transferred can accommodate the salary. Such movement shall not set a new anniversary date.

V. PROMOTIONS

Employees, aside from Shakman-exempt employees, who are promoted to positions in higher salary grades shall be entitled to placement in the step of the new salary grade which will provide a salary not to exceed two steps above the salary received at the time the promotion is made, provided that:

- A. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
- B. The new salary is not below the first step established for the grade to which the employee is promoted.

- C. A previous promotion has not been given within the same fiscal year.
- D. The budget of the department to which the employee is assigned can accommodate the salary.
- E. In all cases, an employee must spend at least 6 months in the job classification to which he or she is being promoted.

If an employee has been given a previous promotion within the same fiscal year or has less than 6 months in the job classification from which he or she is being promoted, a written letter of justification is required for final approval by the Chief, Bureau of Human Resources.

In all promotion cases, the effective date will set a new anniversary date and a new probationary period.

VI. DEMOTIONS

The following shall apply to demotions from one grade to a lower grade:

- A. An employee demoted to a position in a lower salary grade shall have the salary adjusted in the new position to the rate that is equal to 2 steps per grade lower than the current step but not lower than the lowest rate of the grade for the new job. The employee's anniversary date does not change.
- B. An employee promoted to a position in a higher salary grade and subsequently demoted to a position in a lower salary grade shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which he or she was promoted and never received the promotion. In such cases, the anniversary date of the employee does not change.

VII. RECLASSIFICATION OF POSITIONS

An employee whose position is reclassified to a lower classification shall continue to receive compensation at the same rate received immediately prior to reclassification. Such action shall not change the employee's anniversary date. If the salary rate received immediately prior to reclassification is less than the last step rate of the lower classification, the employee shall be entitled to further step advancement.

An employee's salary may not align to a salary rate on the new lower grade. In such cases, the employee will receive the rate of pay closest to that received immediately prior to the reclassification that does not result in a decrease in pay and will advance to the next step of the new grade that provides a salary increase upon the employee's anniversary date.

An employee whose position is reclassified to a lower grade and whose salary exceeds the maximum of the lower grade shall remain at the same salary received prior to the reclassification, not be eligible for a longevity bonus and be frozen at such rate until the applicable salary range of the new grade is adjusted over time and the employee is placed on a step which exceeds the frozen salary on the employee's anniversary rate.

An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade which provides a salary increase not to exceed two steps above the salary received at the time of the reclassification. Such action will change the employee's anniversary date. In all cases of reclassification, the employee shall receive at least the first step

of the grade to which the position is reclassified. In no cases, shall an employee be paid below the minimum salary rate of the higher graded position.

An employee whose job is reclassified to a classification in the same grade shall be placed in the same step the employee was assigned to prior to such reclassification and shall retain the same salary received in the prior classification.

VIII. UPGRADING OF POSITIONS

An employee whose position is upgraded shall be placed in the first step of the new grade which is at least the same as the salary the employee was receiving prior to being upgraded.

In all cases of upgrading, the employee shall receive at least the first step of the new grade. Upon assignment to the higher grade, employees shall be required to work a minimum of one year at each step, except where elsewhere provided in the respective salary schedule. In no case shall an employee be paid below the salary rate of the higher graded position. The employee's anniversary date will change, effective the date of the upgrade.

IX. INTERIM ASSIGNMENT

An employee may be temporarily assigned to perform and be held accountable for all of the duties that distinguish a specific higher graded position. All such assignments must be pre-approved in writing by the Chief, Bureau of Human Resources and the Budget Director. An interim assignment shall be no shorter than one (1) month and no longer than six (6) months without good cause and the approval of the Chief, Bureau of Human Resources and the Budget Director but should not exceed nine (9) months.

Interim pay or differential pay shall be afforded in an amount to account for an increase in current salary by 10% unless a greater increase is needed to bring the employee's current salary up to the first step of the higher graded position. The employee's adjusted salary cannot exceed the maximum amount allowable for the higher graded position.

The employee shall continue to receive the interim pay or differential pay for the duration of the interim assignment.

An interim assignment will not change an employee's anniversary date.

X. SALARY RATES BASED UPON FULL-TIME EMPLOYMENT

The salary rates prescribed in salary schedule I are fixed on the basis of full-time service for normal work weeks of 40 hours. The salary rates of salary schedules other than Schedule I are likewise fixed on the basis of full-time service, with designations as to the constitution of a normal work week left to the department heads involved. For positions which are exempt from the Fair Labor Standards Act, the normal work week of 40 hours generally applies, but the compensation is intended to be appropriate for the class regardless of variations in the time that may be required to satisfactorily fulfill the responsibilities of the positions. For positions covered by the Fair Labor Standards Act, compensatory time will accrue at a rate of 1½ hours for every hour worked over forty (40) hours in a week.

XI. SALARIES AND WAGES OF EXTRA EMPLOYEES

Titles and grades of employees on the Extra Account shall be the same as those of the Regular Account unless authorized in advance by the Chief, Bureau of Human Resources. All such positions shall conform to the provisions of these resolutions.

XII. CONTINUITY OF SERVICE

Absence from County service due to leave without pay for periods in excess of 30 calendar days, all suspensions, layoffs for more than 30 calendar days but less than one year, and all absences without leave shall be deducted in computing total continuous service and will effect a change in the anniversary date. Seasonal employment of less than 120 calendar days in any calendar year shall not be credited toward continuity of service.

XIII. GENERAL PROVISIONS

All changes in pay shall be implemented the first full pay period following the effective date.

Notwithstanding these provisions as set forth, the Board of Commissioners of Cook County may in its discretion, limit the amount of salary increases, step advancements, cost of living increases or non-compounding cost of living allowances for any or all employees or provide for salary rates in excess of those prescribed. In addition, certain procedures may be in use at the Health and Hospitals System (CCHHS), which are unique to the nature of their operation and may deviate somewhat from these provisions as set forth.

Any change in the job classification title terminology not involving a change in the major duties of the job will not affect the status of the employee, including eligibility for increases within a specific salary grade.

All questions concerning the specific application of the provisions of this resolution shall be interpreted and resolved by the Chief, Bureau of Human Resources.

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
09	104	101	9.139	731.12	\$ 19,009
09	108	102	9.323	745.84	\$ 19,392
09	112	103	9.512	760.96	\$ 19,785
09	116	104	9.702	776.16	\$ 20,180
09	120	105	9.898	791.84	\$ 20,588
09	124	106	10.097	807.76	\$ 21,002
09	128	107	10.300	824.00	\$ 21,424
09	132	108	10.508	840.64	\$ 21,857
09	136	109	10.719	857.52	\$ 22,296
09	140	110	10.935	874.80	\$ 22,745
09	144	111	11.157	892.56	\$ 23,207
09	148	112	11.380	910.40	\$ 23,670
09	152	113	11.611	928.88	\$ 24,151
09	156	114	11.845	947.60	\$ 24,638
09	160	115	12.084	966.72	\$ 25,135
09	164	116	12.327	986.16	\$ 25,640
09	168	117	12.576	1,006.08	\$ 26,158
09	172	118	12.831	1,026.48	\$ 26,688
09	176	119	13.087	1,046.96	\$ 27,221
09	180	120	13.351	1,068.08	\$ 27,770
09	184	121	13.620	1,089.60	\$ 28,330
09	188	122	13.893	1,111.44	\$ 28,897
09	192	123	14.175	1,134.00	\$ 29,484
09	196	124	14.459	1,156.72	\$ 30,075
09	200	125	14.752	1,180.16	\$ 30,684
09	204	126	15.049	1,203.92	\$ 31,302
09	208	127	15.354	1,228.32	\$ 31,936
09	212	128	15.662	1,252.96	\$ 32,577
09	216	129	15.979	1,278.32	\$ 33,236
09	220	130	16.302	1,304.16	\$ 33,908
09	224	131	16.630	1,330.40	\$ 34,590
09	228	132	16.966	1,357.28	\$ 35,289
09	232	133	17.306	1,384.48	\$ 35,996
09	236	134	17.655	1,412.40	\$ 36,722
09	240	135	18.011	1,440.88	\$ 37,463
09	244	136	18.374	1,469.92	\$ 38,218
09	248	137	18.743	1,499.44	\$ 38,985
09	252	138	19.121	1,529.68	\$ 39,772
09	256	139	19.506	1,560.48	\$ 40,572

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
09	260	140	19.899	1,591.92	\$ 41,390
09	264	141	20.300	1,624.00	\$ 42,224
09	268L	142L	20.709	1,656.72	\$ 43,075
10	186	143	13.757	1,100.56	\$ 28,615
10	190	144	14.034	1,122.72	\$ 29,191
10	194	145	14.317	1,145.36	\$ 29,779
10	198	146	14.604	1,168.32	\$ 30,376
10	202	147	14.900	1,192.00	\$ 30,992
10	206	148	15.201	1,216.08	\$ 31,618
10	210	149	15.507	1,240.56	\$ 32,255
10	214	150	15.821	1,265.68	\$ 32,908
10	218	151	16.139	1,291.12	\$ 33,569
10	222	152	16.464	1,317.12	\$ 34,245
10	226	153	16.795	1,343.60	\$ 34,934
10	230	154	17.134	1,370.72	\$ 35,639
10	234	155	17.480	1,398.40	\$ 36,358
10	238	156	17.834	1,426.72	\$ 37,095
10	242	157	18.192	1,455.36	\$ 37,839
10	246	158	18.558	1,484.64	\$ 38,601
10	250	159	18.931	1,514.48	\$ 39,376
10	254	160	19.312	1,544.96	\$ 40,169
10	258	161	19.701	1,576.08	\$ 40,978
10	262	162	20.098	1,607.84	\$ 41,804
10	266	163	20.504	1,640.32	\$ 42,648
10	270	164	20.917	1,673.36	\$ 43,507
10	274	165	21.339	1,707.12	\$ 44,385
10	278	166	21.769	1,741.52	\$ 45,280
10	282L	167L	22.207	1,776.56	\$ 46,191
11	200	168	14.752	1,180.16	\$ 30,684
11	204	169	15.049	1,203.92	\$ 31,302
11	208	170	15.354	1,228.32	\$ 31,936
11	212	171	15.662	1,252.96	\$ 32,577
11	216	172	15.979	1,278.32	\$ 33,236
11	220	173	16.302	1,304.16	\$ 33,908
11	224	174	16.630	1,330.40	\$ 34,590
11	228	175	16.966	1,357.28	\$ 35,289
11	232	176	17.306	1,384.48	\$ 35,996
11	236	177	17.655	1,412.40	\$ 36,722
11	240	178	18.011	1,440.88	\$ 37,463

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
11	244	179	18.374	1,469.92	\$ 38,218
11	248	180	18.743	1,499.44	\$ 38,985
11	252	181	19.121	1,529.68	\$ 39,772
11	256	182	19.506	1,560.48	\$ 40,572
11	260	183	19.899	1,591.92	\$ 41,390
11	264	184	20.300	1,624.00	\$ 42,224
11	268	185	20.709	1,656.72	\$ 43,075
11	272	186	21.127	1,690.16	\$ 43,944
11	276	187	21.553	1,724.24	\$ 44,830
11	280	188	21.988	1,759.04	\$ 45,735
11	284	189	22.429	1,794.32	\$ 46,652
11	288	190	22.882	1,830.56	\$ 47,595
11	292	191	23.344	1,867.52	\$ 48,556
11	296L	192L	23.815	1,905.20	\$ 49,535
12	214	193	15.821	1,265.68	\$ 32,908
12	218	194	16.139	1,291.12	\$ 33,569
12	222	195	16.464	1,317.12	\$ 34,245
12	226	196	16.795	1,343.60	\$ 34,934
12	230	197	17.134	1,370.72	\$ 35,639
12	234	198	17.480	1,398.40	\$ 36,358
12	238	199	17.834	1,426.72	\$ 37,095
12	242	200	18.192	1,455.36	\$ 37,839
12	246	201	18.558	1,484.64	\$ 38,601
12	250	202	18.931	1,514.48	\$ 39,376
12	254	203	19.312	1,544.96	\$ 40,169
12	258	204	19.701	1,576.08	\$ 40,978
12	262	205	20.098	1,607.84	\$ 41,804
12	266	206	20.504	1,640.32	\$ 42,648
12	270	207	20.917	1,673.36	\$ 43,507
12	274	208	21.339	1,707.12	\$ 44,385
12	278	209	21.769	1,741.52	\$ 45,280
12	282	210	22.207	1,776.56	\$ 46,191
12	286	211	22.655	1,812.40	\$ 47,122
12	290	212	23.111	1,848.88	\$ 48,071
12	294	213	23.577	1,886.16	\$ 49,040
12	298	214	24.053	1,924.24	\$ 50,030
12	302	215	24.538	1,963.04	\$ 51,039
12	306	216	25.032	2,002.56	\$ 52,067
12	310L	217L	25.536	2,042.88	\$ 53,115
13	228	218	16.966	1,357.28	\$ 35,289

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
13	232	219	17.306	1,384.48	\$ 35,996
13	236	220	17.655	1,412.40	\$ 36,722
13	240	221	18.011	1,440.88	\$ 37,463
13	244	222	18.374	1,469.92	\$ 38,218
13	248	223	18.743	1,499.44	\$ 38,985
13	252	224	19.121	1,529.68	\$ 39,772
13	256	225	19.506	1,560.48	\$ 40,572
13	260	226	19.899	1,591.92	\$ 41,390
13	264	227	20.300	1,624.00	\$ 42,224
13	268	228	20.709	1,656.72	\$ 43,075
13	272	229	21.127	1,690.16	\$ 43,944
13	276	230	21.553	1,724.24	\$ 44,830
13	280	231	21.988	1,759.04	\$ 45,735
13	284	232	22.429	1,794.32	\$ 46,652
13	288	233	22.882	1,830.56	\$ 47,595
13	292	234	23.344	1,867.52	\$ 48,556
13	296	235	23.815	1,905.20	\$ 49,535
13	300	236	24.293	1,943.44	\$ 50,529
13	304	237	24.783	1,982.64	\$ 51,549
13	308	238	25.284	2,022.72	\$ 52,591
13	312	239	25.793	2,063.44	\$ 53,649
13	316	240	26.311	2,104.88	\$ 54,727
13	320	241	26.842	2,147.36	\$ 55,831
13	324L	242L	27.384	2,190.72	\$ 56,959
14	242	243	18.192	1,455.36	\$ 37,839
14	246	244	18.558	1,484.64	\$ 38,601
14	250	245	18.931	1,514.48	\$ 39,376
14	254	246	19.312	1,544.96	\$ 40,169
14	258	247	19.701	1,576.08	\$ 40,978
14	262	248	20.098	1,607.84	\$ 41,804
14	266	249	20.504	1,640.32	\$ 42,648
14	270	250	20.917	1,673.36	\$ 43,507
14	274	251	21.339	1,707.12	\$ 44,385
14	278	252	21.769	1,741.52	\$ 45,280
14	282	253	22.207	1,776.56	\$ 46,191
14	286	254	22.655	1,812.40	\$ 47,122
14	290	255	23.111	1,848.88	\$ 48,071
14	294	256	23.577	1,886.16	\$ 49,040
14	298	257	24.053	1,924.24	\$ 50,030
14	302	258	24.538	1,963.04	\$ 51,039

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
14	306	259	25.032	2,002.56	\$ 52,067
14	310	260	25.536	2,042.88	\$ 53,115
14	314	261	26.051	2,084.08	\$ 54,186
14	318	262	26.575	2,126.00	\$ 55,276
14	322	263	27.112	2,168.96	\$ 56,393
14	326	264	27.657	2,212.56	\$ 57,527
14	330	265	28.215	2,257.20	\$ 58,687
14	334	266	28.783	2,302.64	\$ 59,869
14	338L	267L	29.363	2,349.04	\$ 61,075
15	257	268	19.604	1,568.32	\$ 40,776
15	261	269	19.999	1,599.92	\$ 41,598
15	265	270	20.403	1,632.24	\$ 42,438
15	269	271	20.813	1,665.04	\$ 43,291
15	273	272	21.232	1,698.56	\$ 44,163
15	277	273	21.661	1,732.88	\$ 45,055
15	281	274	22.097	1,767.76	\$ 45,962
15	285	275	22.542	1,803.36	\$ 46,887
15	289	276	22.997	1,839.76	\$ 47,834
15	293	277	23.461	1,876.88	\$ 48,799
15	297	278	23.933	1,914.64	\$ 49,781
15	301	279	24.417	1,953.36	\$ 50,787
15	305	280	24.906	1,992.48	\$ 51,804
15	309	281	25.410	2,032.80	\$ 52,853
15	313	282	25.921	2,073.68	\$ 53,916
15	317	283	26.443	2,115.44	\$ 55,001
15	321	284	26.976	2,158.08	\$ 56,110
15	325	285	27.521	2,201.68	\$ 57,244
15	329	286	28.074	2,245.92	\$ 58,394
15	333	287	28.639	2,291.12	\$ 59,569
15	337	288	29.217	2,337.36	\$ 60,771
15	341	289	29.806	2,384.48	\$ 61,996
15	345	290	30.407	2,432.56	\$ 63,247
15	349	291	31.018	2,481.44	\$ 64,517
15	354L	292L	31.643	2,531.44	\$ 65,817
16	274	293	21.339	1,707.12	\$ 44,385
16	278	294	21.769	1,741.52	\$ 45,280
16	282	295	22.207	1,776.56	\$ 46,191
16	286	296	22.655	1,812.40	\$ 47,122
16	290	297	23.111	1,848.88	\$ 48,071
16	294	298	23.577	1,886.16	\$ 49,040

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
16	298	299	24.053	1,924.24	\$ 50,030
16	302	300	24.538	1,963.04	\$ 51,039
16	306	301	25.032	2,002.56	\$ 52,067
16	310	302	25.536	2,042.88	\$ 53,115
16	314	303	26.051	2,084.08	\$ 54,186
16	318	304	26.575	2,126.00	\$ 55,276
16	322	305	27.112	2,168.96	\$ 56,393
16	326	306	27.657	2,212.56	\$ 57,527
16	330	307	28.215	2,257.20	\$ 58,687
16	334	308	28.783	2,302.64	\$ 59,869
16	338	309	29.363	2,349.04	\$ 61,075
16	342	310	29.956	2,396.48	\$ 62,308
16	346	311	30.559	2,444.72	\$ 63,563
16	350	312	31.174	2,493.92	\$ 64,842
16	354	313	31.801	2,544.08	\$ 66,146
16	358	314	32.443	2,595.44	\$ 67,481
16	362	315	33.097	2,647.76	\$ 68,842
16	366L	316L	33.763	2,701.04	\$ 70,227
17	285	317	22.542	1,803.36	\$ 46,887
17	289	318	22.997	1,839.76	\$ 47,834
17	293	319	23.461	1,876.88	\$ 48,799
17	297	320	23.933	1,914.64	\$ 49,781
17	301	321	24.417	1,953.36	\$ 50,787
17	305	322	24.906	1,992.48	\$ 51,804
17	309	323	25.410	2,032.80	\$ 52,853
17	313	324	25.921	2,073.68	\$ 53,916
17	317	325	26.443	2,115.44	\$ 55,001
17	321	326	26.976	2,158.08	\$ 56,110
17	325	327	27.521	2,201.68	\$ 57,244
17	329	328	28.074	2,245.92	\$ 58,394
17	333	329	28.639	2,291.12	\$ 59,569
17	337	330	29.217	2,337.36	\$ 60,771
17	341	331	29.806	2,384.48	\$ 61,996
17	345	332	30.407	2,432.56	\$ 63,247
17	349	333	31.018	2,481.44	\$ 64,517
17	353	334	31.643	2,531.44	\$ 65,817
17	357	335	32.283	2,582.64	\$ 67,149
17	361	336	32.933	2,634.64	\$ 68,501
17	365	337	33.595	2,687.60	\$ 69,878
17	369	338	34.274	2,741.92	\$ 71,290

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
17	373	339	34.963	2,797.04	\$ 72,723
17	377	340	35.669	2,853.52	\$ 74,192
17	381L	341L	36.387	2,910.96	\$ 75,685
18	299	342	24.173	1,933.84	\$ 50,280
18	303	343	24.659	1,972.72	\$ 51,291
18	307	344	25.156	2,012.48	\$ 52,324
18	311	345	25.663	2,053.04	\$ 53,379
18	315	346	26.181	2,094.48	\$ 54,456
18	319	347	26.709	2,136.72	\$ 55,555
18	323	348	27.246	2,179.68	\$ 56,672
18	327	349	27.796	2,223.68	\$ 57,816
18	331	350	28.355	2,268.40	\$ 58,978
18	335	351	28.926	2,314.08	\$ 60,166
18	339	352	29.510	2,360.80	\$ 61,381
18	343	353	30.106	2,408.48	\$ 62,620
18	347	354	30.711	2,456.88	\$ 63,879
18	351	355	31.330	2,506.40	\$ 65,166
18	355	356	31.961	2,556.88	\$ 66,479
18	359	357	32.605	2,608.40	\$ 67,818
18	363	358	33.262	2,660.96	\$ 69,185
18	367	359	33.932	2,714.56	\$ 70,579
18	371	360	34.618	2,769.44	\$ 72,005
18	375	361	35.314	2,825.12	\$ 73,453
18	379	362	36.025	2,882.00	\$ 74,932
18	383	363	36.752	2,940.16	\$ 76,444
18	387	364	37.494	2,999.52	\$ 77,988
18	391	365	38.249	3,059.92	\$ 79,558
18	395L	366L	39.020	3,121.60	\$ 81,162
19	317	367	26.443	2,115.44	\$ 55,001
19	321	368	26.976	2,158.08	\$ 56,110
19	325	369	27.521	2,201.68	\$ 57,244
19	329	370	28.074	2,245.92	\$ 58,394
19	333	371	28.639	2,291.12	\$ 59,569
19	337	372	29.217	2,337.36	\$ 60,771
19	341	373	29.806	2,384.48	\$ 61,996
19	345	374	30.407	2,432.56	\$ 63,247
19	349	375	31.018	2,481.44	\$ 64,517
19	353	376	31.643	2,531.44	\$ 65,817
19	357	377	32.283	2,582.64	\$ 67,149
19	361	378	32.933	2,634.64	\$ 68,501

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
19	365	379	33.595	2,687.60	\$ 69,878
19	369	380	34.274	2,741.92	\$ 71,290
19	373	381	34.963	2,797.04	\$ 72,723
19	377	382	35.669	2,853.52	\$ 74,192
19	381	383	36.387	2,910.96	\$ 75,685
19	385	384	37.121	2,969.68	\$ 77,212
19	389	385	37.869	3,029.52	\$ 78,768
19	393	386	38.632	3,090.56	\$ 80,355
19	397	387	39.410	3,152.80	\$ 81,973
19	401	388	40.204	3,216.32	\$ 83,624
19	405	389	41.014	3,281.12	\$ 85,309
19	409	390	41.840	3,347.20	\$ 87,027
19	413L	391L	42.684	3,414.72	\$ 88,783
20	336	392	29.072	2,325.76	\$ 60,470
20	340	393	29.658	2,372.64	\$ 61,689
20	344	394	30.255	2,420.40	\$ 62,930
20	348	395	30.865	2,469.20	\$ 64,199
20	352	396	31.486	2,518.88	\$ 65,491
20	356	397	32.122	2,569.76	\$ 66,814
20	360	398	32.768	2,621.44	\$ 68,157
20	364	399	33.428	2,674.24	\$ 69,530
20	368	400	34.102	2,728.16	\$ 70,932
20	372	401	34.789	2,783.12	\$ 72,361
20	376	402	35.492	2,839.36	\$ 73,823
20	380	403	36.206	2,896.48	\$ 75,308
20	384	404	36.936	2,954.88	\$ 76,827
20	388	405	37.681	3,014.48	\$ 78,376
20	392	406	38.441	3,075.28	\$ 79,957
20	396	407	39.215	3,137.20	\$ 81,567
20	400	408	40.005	3,200.40	\$ 83,210
20	404	409	40.809	3,264.72	\$ 84,883
20	408	410	41.633	3,330.64	\$ 86,597
20	412	411	42.472	3,397.76	\$ 88,342
20	416	412	43.327	3,466.16	\$ 90,120
20	420	413	44.203	3,536.24	\$ 91,942
20	424	414	45.094	3,607.52	\$ 93,796
20	428	415	46.001	3,680.08	\$ 95,682
20	432L	416L	46.926	3,754.08	\$ 97,606
21	355	417	31.961	2,556.88	\$ 66,479
21	359	418	32.605	2,608.40	\$ 67,818

**NON-UNION SCHEDULE I
EFFECTIVE DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
21	363	419	33.262	2,660.96	\$ 69,185
21	367	420	33.932	2,714.56	\$ 70,579
21	371	421	34.618	2,769.44	\$ 72,005
21	375	422	35.314	2,825.12	\$ 73,453
21	379	423	36.025	2,882.00	\$ 74,932
21	383	424	36.752	2,940.16	\$ 76,444
21	387	425	37.494	2,999.52	\$ 77,988
21	391	426	38.249	3,059.92	\$ 79,558
21	395	427	39.020	3,121.60	\$ 81,162
21	399	428	39.806	3,184.48	\$ 82,796
21	403	429	40.607	3,248.56	\$ 84,463
21	407	430	41.426	3,314.08	\$ 86,166
21	411	431	42.260	3,380.80	\$ 87,901
21	415	432	43.111	3,448.88	\$ 89,671
21	419	433	43.981	3,518.48	\$ 91,480
21	423	434	44.870	3,589.60	\$ 93,330
21	427	435	45.771	3,661.68	\$ 95,204
21	431	436	46.692	3,735.36	\$ 97,119
21	435	437	47.631	3,810.48	\$ 99,072
21	439	438	48.593	3,887.44	\$ 101,073
21	443	439	49.574	3,965.92	\$ 103,114
21	447	440	50.571	4,045.68	\$ 105,188
21	451L	441L	51.591	4,127.28	\$ 107,309
22	374	442	35.139	2,811.12	\$ 73,089
22	378	443	35.848	2,867.84	\$ 74,564
22	382	444	36.569	2,925.52	\$ 76,064
22	386	445	37.306	2,984.48	\$ 77,596
22	390	446	38.057	3,044.56	\$ 79,159
22	394	447	38.825	3,106.00	\$ 80,756
22	398	448	39.606	3,168.48	\$ 82,380
22	402	449	40.406	3,232.48	\$ 84,044
22	406	450	41.220	3,297.60	\$ 85,738
22	410	451	42.049	3,363.92	\$ 87,462
22	414	452	42.897	3,431.76	\$ 89,226
22	418	453	43.762	3,500.96	\$ 91,025
22	422	454	44.646	3,571.68	\$ 92,864
22	426	455	45.545	3,643.60	\$ 94,734
22	430	456	46.461	3,716.88	\$ 96,639
22	434	457	47.394	3,791.52	\$ 98,580
22	438	458	48.351	3,868.08	\$ 100,570

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
22	442	459	49.327	3,946.16	\$ 102,600
22	446	460	50.320	4,025.60	\$ 104,666
22	450	461	51.334	4,106.72	\$ 106,775
22	454	462	52.370	4,189.60	\$ 108,930
22	458	463	53.424	4,273.92	\$ 111,122
22	462	464	54.500	4,360.00	\$ 113,360
22	466	465	55.599	4,447.92	\$ 115,646
22	470L	466L	56.719	4,537.52	\$ 117,976
23	384	467	36.936	2,954.88	\$ 76,827
23	388	468	37.681	3,014.48	\$ 78,376
23	392	469	38.441	3,075.28	\$ 79,957
23	396	470	39.215	3,137.20	\$ 81,567
23	400	471	40.005	3,200.40	\$ 83,210
23	404	472	40.809	3,264.72	\$ 84,883
23	408	473	41.633	3,330.64	\$ 86,597
23	412	474	42.472	3,397.76	\$ 88,342
23	416	475	43.327	3,466.16	\$ 90,120
23	420	476	44.203	3,536.24	\$ 91,942
23	424	477	45.094	3,607.52	\$ 93,796
23	428	478	46.001	3,680.08	\$ 95,682
23	432	479	46.926	3,754.08	\$ 97,606
23	436	480	47.869	3,829.52	\$ 99,568
23	440	481	48.836	3,906.88	\$ 101,579
23	444	482	49.820	3,985.60	\$ 103,626
23	448	483	50.824	4,065.92	\$ 105,714
23	452	484	51.849	4,147.92	\$ 107,846
23	456	485	52.894	4,231.52	\$ 110,020
23	460	486	53.959	4,316.72	\$ 112,235
23	464	487	55.046	4,403.68	\$ 114,496
23	468	488	56.156	4,492.48	\$ 116,804
23	472	489	57.288	4,583.04	\$ 119,159
23	476	490	58.442	4,675.36	\$ 121,559
23	480L	491L	59.620	4,769.60	\$ 124,010

**NON-UNION SCHEDULE II: NURSES
DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/17	New Biweekly	New Annual
FA	329	329	28.074	2,245.92	\$58,394
FA	333	330	28.639	2,291.12	\$59,569
FA	337	331	29.217	2,337.36	\$60,771
FA	341	332	29.806	2,384.48	\$61,996
FA	345	333	30.407	2,432.56	\$63,247
FA	349	334	31.018	2,481.44	\$64,517
FA	353	335	31.643	2,531.44	\$65,817
FA	357	336	32.283	2,582.64	\$67,149
FA	361	337	32.933	2,634.64	\$68,501
FA	365	338	33.595	2,687.60	\$69,878
FA	369	339	34.274	2,741.92	\$71,290
FA	373	340	34.963	2,797.04	\$72,723
FA	377	341	35.669	2,853.52	\$74,192
FA	381	342	36.387	2,910.96	\$75,685
FA	385	343	37.121	2,969.68	\$77,212
FA	389	344	37.869	3,029.52	\$78,768
FA	393	345	38.632	3,090.56	\$80,355
FA	397	346	39.410	3,152.80	\$81,973
FA	401	347	40.204	3,216.32	\$83,624
FA	405	348	41.014	3,281.12	\$85,309
FA	409	349	41.840	3,347.20	\$87,027
FA	413	350	42.684	3,414.72	\$88,783
FA	417	351	43.545	3,483.60	\$90,574
FA	421L	352L	44.424	3,553.92	\$92,402
FB	338	338	29.363	2,349.04	\$61,075
FB	342	339	29.956	2,396.48	\$62,308
FB	346	340	30.559	2,444.72	\$63,563
FB	350	341	31.174	2,493.92	\$64,842
FB	354	342	31.801	2,544.08	\$66,146
FB	358	343	32.443	2,595.44	\$67,481
FB	362	344	33.097	2,647.76	\$68,842
FB	366	345	33.763	2,701.04	\$70,227
FB	370	346	34.444	2,755.52	\$71,644
FB	374	347	35.139	2,811.12	\$73,089
FB	378	348	35.848	2,867.84	\$74,564
FB	382	349	36.569	2,925.52	\$76,064
FB	386	350	37.306	2,984.48	\$77,596
FB	390	351	38.057	3,044.56	\$79,159
FB	394	352	38.825	3,106.00	\$80,756
FB	398	353	39.606	3,168.48	\$82,380
FB	402	354	40.406	3,232.48	\$84,044
FB	406	355	41.220	3,297.60	\$85,738
FB	410	356	42.049	3,363.92	\$87,462
FB	414	357	42.897	3,431.76	\$89,226

Grade	Old Step	New Step	12/1/17	New Biweekly	New Annual
FB	418	358	43.762	3,500.96	\$91,025
FB	422	359	44.646	3,571.68	\$92,864
FB	426L	360L	45.545	3,643.60	\$94,734
FE	373	373	34.963	2,797.04	\$72,723
FE	377	374	35.669	2,853.52	\$74,192
FE	381	375	36.387	2,910.96	\$75,685
FE	385	376	37.121	2,969.68	\$77,212
FE	389	377	37.869	3,029.52	\$78,768
FE	393	378	38.632	3,090.56	\$80,355
FE	397	379	39.410	3,152.80	\$81,973
FE	401	380	40.204	3,216.32	\$83,624
FE	405	381	41.014	3,281.12	\$85,309
FE	409	382	41.840	3,347.20	\$87,027
FE	413	383	42.684	3,414.72	\$88,783
FE	417	384	43.545	3,483.60	\$90,574
FE	421	385	44.424	3,553.92	\$92,402
FE	425	386	45.318	3,625.44	\$94,261
FE	429	387	46.229	3,698.32	\$96,156
FE	433	388	47.161	3,772.88	\$98,095
FE	437	389	48.109	3,848.72	\$100,067
FE	441	390	49.080	3,926.40	\$102,086
FE	445	391	50.071	4,005.68	\$104,148
FE	449	392	51.077	4,086.16	\$106,240
FE	453	393	52.109	4,168.72	\$108,387
FE	457	394	53.158	4,252.64	\$110,569
FE	461	395	54.230	4,338.40	\$112,798
FE	465L	396L	55.323	4,425.84	\$115,072
FF	383	383	36.752	2,940.16	\$76,444
FF	387	384	37.494	2,999.52	\$77,988
FF	391	385	38.249	3,059.92	\$79,558
FF	395	386	39.020	3,121.60	\$81,162
FF	399	387	39.806	3,184.48	\$82,796
FF	403	388	40.607	3,248.56	\$84,463
FF	407	389	41.426	3,314.08	\$86,166
FF	411	390	42.260	3,380.80	\$87,901
FF	415	391	43.111	3,448.88	\$89,671
FF	419	392	43.981	3,518.48	\$91,480
FF	423	393	44.870	3,589.60	\$93,330
FF	427	394	45.771	3,661.68	\$95,204
FF	431	395	46.692	3,735.36	\$97,119
FF	435	396	47.631	3,810.48	\$99,072
FF	439	397	48.593	3,887.44	\$101,073
FF	443	398	49.574	3,965.92	\$103,114
FF	447	399	50.571	4,045.68	\$105,188

**NON-UNION SCHEDULE II: NURSES
DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/17	New Biweekly	New Annual
FF	451	401	51.591	4,127.28	\$107,309
FF	455	402	52.631	4,210.48	\$109,472
FF	459	403	53.691	4,295.28	\$111,677
FF	463	404	54.772	4,381.76	\$113,926
FF	467L	405L	55.876	4,470.08	\$116,222
FJ	435	435	47.631	3,810.48	\$99,072
FJ	439	436	48.593	3,887.44	\$101,073
FJ	443	437	49.574	3,965.92	\$103,114
FJ	447	438	50.571	4,045.68	\$105,188
FJ	451	439	51.591	4,127.28	\$107,309
FJ	455	440	52.631	4,210.48	\$109,472
FJ	459	441	53.691	4,295.28	\$111,677
FJ	463	442	54.772	4,381.76	\$113,926
FJ	467	443	55.876	4,470.08	\$116,222
FJ	471	444	57.001	4,560.08	\$118,562
FJ	475	445	58.151	4,652.08	\$120,954
FJ	479	446	59.323	4,745.84	\$123,392
FJ	483L	447L	60.517	4,841.36	\$125,875
NS1	385	385	37.121	2,969.68	\$77,212
NS1	389	386	37.869	3,029.52	\$78,768
NS1	393	387	38.632	3,090.56	\$80,355
NS1	397	388	39.410	3,152.80	\$81,973
NS1	401	389	40.204	3,216.32	\$83,624
NS1	405	390	41.014	3,281.12	\$85,309
NS1	409	391	41.840	3,347.20	\$87,027
NS1	413	392	42.684	3,414.72	\$88,783
NS1	417	393	43.545	3,483.60	\$90,574
NS1	421	394	44.424	3,553.92	\$92,402
NS1	425	395	45.318	3,625.44	\$94,261
NS1	429	396	46.229	3,698.32	\$96,156
NS1	433	397	47.161	3,772.88	\$98,095
NS1	437	398	48.109	3,848.72	\$100,067
NS1	441	399	49.080	3,926.40	\$102,086
NS1	445L	400L	50.071	4,005.68	\$104,148
NS2	395	395	39.020	3,121.60	\$81,162
NS2	399	396	39.806	3,184.48	\$82,796
NS2	403	397	40.607	3,248.56	\$84,463
NS2	407	398	41.426	3,314.08	\$86,166
NS2	411	399	42.260	3,380.80	\$87,901
NS2	415	400	43.111	3,448.88	\$89,671
NS2	419	401	43.981	3,518.48	\$91,480
NS2	423	402	44.870	3,589.60	\$93,330
NS2	427	403	45.771	3,661.68	\$95,204
NS2	431	404	46.692	3,735.36	\$97,119

Grade	Old Step	New Step	12/1/17	New Biweekly	New Annual
NS2	435	405	47.631	3,810.48	\$99,072
NS2	439	406	48.593	3,887.44	\$101,073
NS2	443	407	49.574	3,965.92	\$103,114
NS2	447L	408L	50.571	4,045.68	\$105,188
NS3	447	447	50.571	4,045.68	\$105,188
NS3	451	448	51.591	4,127.28	\$107,309
NS3	455	449	52.631	4,210.48	\$109,472
NS3	459	450	53.691	4,295.28	\$111,677
NS3	463	451	54.772	4,381.76	\$113,926
NS3	467	452	55.876	4,470.08	\$116,222
NS3	471	453	57.001	4,560.08	\$118,562
NS3	475	454	58.151	4,652.08	\$120,954
NS3	479	455	59.323	4,745.84	\$123,392
NS3	483L	456L	60.517	4,841.36	\$125,875
NS4	453	457	52.109	4,168.72	\$108,387
NS4	457	458	53.158	4,252.64	\$110,569
NS4	461	459	54.230	4,338.40	\$112,798
NS4	465	460	55.323	4,425.84	\$115,072
NS4	469	461	56.435	4,514.80	\$117,385
NS4	473	462	57.574	4,605.92	\$119,754
NS4	477	463	58.734	4,698.72	\$122,167
NS4	481	464	59.918	4,793.44	\$124,629
NS4	485	465	61.124	4,889.92	\$127,138
NS4	489	466	62.357	4,988.56	\$129,703
NS4	493	467	63.613	5,089.04	\$132,315
NS4	497	468	64.895	5,191.60	\$134,982
NS4	501	469	66.204	5,296.32	\$137,704
NS4	505L	470L	67.537	5,402.96	\$140,477

**NON-UNION SCHEDULE IV: COUNTY POLICE
EFFECTIVE DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
P3	380	380	36.206	2,896.48	\$ 75,308
P3	384	381	36.936	2,954.88	\$ 76,827
P3	388	382	37.681	3,014.48	\$ 78,376
P3	392	383	38.441	3,075.28	\$ 79,957
P3	396	384	39.215	3,137.20	\$ 81,567
P3	400	385	40.005	3,200.40	\$ 83,210
P3	404	386	40.809	3,264.72	\$ 84,883
P3	408	387	41.633	3,330.64	\$ 86,597
P3	412	388	42.472	3,397.76	\$ 88,342
P3	416	389	43.327	3,466.16	\$ 90,120
P3	420	390	44.203	3,536.24	\$ 91,942
P3	424	391	45.094	3,607.52	\$ 93,796
P3	428	392	46.001	3,680.08	\$ 95,682
P3	432	393	46.926	3,754.08	\$ 97,606
P3	436	394	47.869	3,829.52	\$ 99,568
P3	440	395	48.836	3,906.88	\$ 101,579
P3	444	396	49.820	3,985.60	\$ 103,626
P3	448	397	50.824	4,065.92	\$ 105,714
P3	452	398	51.849	4,147.92	\$ 107,846
P3	456	399	52.894	4,231.52	\$ 110,020
P3	460	400	53.959	4,316.72	\$ 112,235
P3	464	401	55.046	4,403.68	\$ 114,496
P3	468L	402L	56.156	4,492.48	\$ 116,804
P4	398	403	39.606	3,168.48	\$ 82,380
P4	402	404	40.406	3,232.48	\$ 84,044
P4	406	405	41.220	3,297.60	\$ 85,738
P4	410	406	42.049	3,363.92	\$ 87,462
P4	414	407	42.897	3,431.76	\$ 89,226
P4	418	408	43.762	3,500.96	\$ 91,025
P4	422	409	44.646	3,571.68	\$ 92,864
P4	426	410	45.545	3,643.60	\$ 94,734
P4	430	411	46.461	3,716.88	\$ 96,639
P4	434	412	47.394	3,791.52	\$ 98,580
P4	438	413	48.351	3,868.08	\$ 100,570
P4	442	414	49.327	3,946.16	\$ 102,600
P4	446	415	50.320	4,025.60	\$ 104,666
P4	450	416	51.334	4,106.72	\$ 106,775
P4	454	417	52.370	4,189.60	\$ 108,930
P4	458	418	53.424	4,273.92	\$ 111,122
P4	462	419	54.500	4,360.00	\$ 113,360
P4	466	420	55.599	4,447.92	\$ 115,646
P4	470	421	56.719	4,537.52	\$ 117,976
P4	474	422	57.862	4,628.96	\$ 120,353
P4	478L	423L	59.027	4,722.16	\$ 122,776
P5	413	424	42.684	3,414.72	\$ 88,783

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
P5	417	425	43.545	3,483.60	\$ 90,574
P5	421	426	44.424	3,553.92	\$ 92,402
P5	425	427	45.318	3,625.44	\$ 94,261
P5	429	428	46.229	3,698.32	\$ 96,156
P5	433	429	47.161	3,772.88	\$ 98,095
P5	437	430	48.109	3,848.72	\$ 100,067
P5	441	431	49.080	3,926.40	\$ 102,086
P5	445	432	50.071	4,005.68	\$ 104,148
P5	449	433	51.077	4,086.16	\$ 106,240
P5	453	434	52.109	4,168.72	\$ 108,387
P5	457	435	53.158	4,252.64	\$ 110,569
P5	461	436	54.230	4,338.40	\$ 112,798
P5	465	437	55.323	4,425.84	\$ 115,072
P5	469	438	56.435	4,514.80	\$ 117,385
P5	473	439	57.574	4,605.92	\$ 119,754
P5	477	440	58.734	4,698.72	\$ 122,167
P5	481	441	59.918	4,793.44	\$ 124,629
P5	485	442	61.124	4,889.92	\$ 127,138
P5	489	443	62.357	4,988.56	\$ 129,703
P5	493L	444L	63.613	5,089.04	\$ 132,315
P6	458	445	53.424	4,273.92	\$ 111,122
P6	462	446	54.500	4,360.00	\$ 113,360
P6	466	447	55.599	4,447.92	\$ 115,646
P6	470	448	56.719	4,537.52	\$ 117,976
P6	474	449	57.862	4,628.96	\$ 120,353
P6	478	450	59.027	4,722.16	\$ 122,776
P6	482	451	60.218	4,817.44	\$ 125,253
P6	486	452	61.430	4,914.40	\$ 127,774
P6	490	453	62.670	5,013.60	\$ 130,354
P6	494	454	63.931	5,114.48	\$ 132,976
P6	498L	455L	65.221	5,217.68	\$ 135,660

**NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
K	366	366	33.762	2,700.96	\$ 70,225
K	370	367	34.443	2,755.44	\$ 71,641
K	374	368	35.138	2,811.04	\$ 73,087
K	378	369	35.846	2,867.68	\$ 74,560
K	382	370	36.568	2,925.44	\$ 76,061
K	386	371	37.306	2,984.48	\$ 77,596
K	390	372	38.057	3,044.56	\$ 79,159
K	394	373	38.825	3,106.00	\$ 80,756
K	398	374	39.606	3,168.48	\$ 82,380
K	402	375	40.406	3,232.48	\$ 84,044
K	406	376	41.220	3,297.60	\$ 85,738
K	410	377	42.049	3,363.92	\$ 87,462
K	414	378	42.897	3,431.76	\$ 89,226
K	418	379	43.761	3,500.88	\$ 91,023
K	422	380	44.645	3,571.60	\$ 92,862
K	426	381	45.544	3,643.52	\$ 94,732
K	430	382	46.461	3,716.88	\$ 96,639
K	434	383	47.394	3,791.52	\$ 98,580
K	438	384	48.351	3,868.08	\$ 100,570
K	442	385	49.326	3,946.08	\$ 102,598
K	446	386	50.320	4,025.60	\$ 104,666
K	450	387	51.334	4,106.72	\$ 106,775
K	454	388	52.369	4,189.52	\$ 108,928
K	458	389	53.424	4,273.92	\$ 111,122
K	462	390	54.500	4,360.00	\$ 113,360
K	466	391	55.599	4,447.92	\$ 115,646
K	470	392	56.718	4,537.44	\$ 117,973
K	474	393	57.862	4,628.96	\$ 120,353
K	478	394	59.027	4,722.16	\$ 122,776
K	482	395	60.217	4,817.36	\$ 125,251
K	486	396	61.430	4,914.40	\$ 127,774
K	490	397	62.669	5,013.52	\$ 130,352
K	494	398	63.931	5,114.48	\$ 132,976
K	498	399	65.220	5,217.60	\$ 135,658
K	502	400	66.533	5,322.64	\$ 138,389
K	506	401	67.874	5,429.92	\$ 141,178
K	510	402	69.242	5,539.36	\$ 144,023
K	514	403	70.638	5,651.04	\$ 146,927
K	518	404	72.061	5,764.88	\$ 149,887
K	522	405	73.514	5,881.12	\$ 152,909
K	526	406	74.994	5,999.52	\$ 155,988
K	530	407	76.506	6,120.48	\$ 159,132
K	534	408	78.047	6,243.76	\$ 162,338
K	538	409	79.620	6,369.60	\$ 165,610
K	542	410	81.223	6,497.84	\$ 168,944

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
K	546	411	82.862	6,628.96	\$ 172,353
K	550	412	84.531	6,762.48	\$ 175,824
K	554	413	86.234	6,898.72	\$ 179,367
K	558	414	87.971	7,037.68	\$ 182,980
K	562	415	89.744	7,179.52	\$ 186,668
K	566	416	91.553	7,324.24	\$ 190,430
K	570	417	93.398	7,471.84	\$ 194,268
K	574	418	95.281	7,622.48	\$ 198,184
K	578	419	97.199	7,775.92	\$ 202,174
K	582	420	97.693	7,815.44	\$ 203,201
K	586	421	97.706	7,816.48	\$ 203,228
K	590	422	99.675	7,974.00	\$ 207,324
K	594	423	101.684	8,134.72	\$ 211,503
K	598	424	103.734	8,298.72	\$ 215,767
K	602	425	105.825	8,466.00	\$ 220,116
K	606	426	107.957	8,636.56	\$ 224,551
K	610	427	110.132	8,810.56	\$ 229,075
K	614	428	112.351	8,988.08	\$ 233,690
K	618	429	114.615	9,169.20	\$ 238,399
K	622	430	116.925	9,354.00	\$ 243,204
K	626	431	119.280	9,542.40	\$ 248,102
K	630	432	121.684	9,734.72	\$ 253,103
K	634	433	124.137	9,930.96	\$ 258,205
K	638	434	126.638	10,131.04	\$ 263,407
K	642	435	129.190	10,335.20	\$ 268,715
K	646	436	131.794	10,543.52	\$ 274,132
K	650	437	134.449	10,755.92	\$ 279,654
K	654	438	137.156	10,972.48	\$ 285,284
K	658	439	139.921	11,193.68	\$ 291,036
K	662	440	142.741	11,419.28	\$ 296,901
K	666	441	145.618	11,649.44	\$ 302,885
K	670	442	148.552	11,884.16	\$ 308,988
K	674	443	151.545	12,123.60	\$ 315,214
K	678	444	154.599	12,367.92	\$ 321,566
K	682	445	157.715	12,617.20	\$ 328,047
K	686	446	160.891	12,871.28	\$ 334,653
K	690	447	164.134	13,130.72	\$ 341,399
K	694	448	167.440	13,395.20	\$ 348,275
K	698	449	170.816	13,665.28	\$ 355,297
K	702	450	174.256	13,940.48	\$ 362,452
K	706	451	177.768	14,221.44	\$ 369,757
K	710	452	181.351	14,508.08	\$ 377,210
K	714	453	185.005	14,800.40	\$ 384,810
K	718	454	188.733	15,098.64	\$ 392,565
K	722	455	192.536	15,402.88	\$ 400,475

**NON-UNION SCHEDULE VI: DOCTORS
EFFECTIVE DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/2017	New BiWeekly	New Annual
K	726	456	196.415	15,713.20	\$ 408,543
K	730	457	200.372	16,029.76	\$ 416,774
K	734	458	204.409	16,352.72	\$ 425,171
K	738	459	208.530	16,682.40	\$ 433,742
K	742	460	212.732	17,018.56	\$ 442,483
K	746	461	217.017	17,361.36	\$ 451,395
K	750	462	221.392	17,711.36	\$ 460,495
K	754	463	225.855	18,068.40	\$ 469,778
K	758	464	230.407	18,432.56	\$ 479,247
K	762	465	235.050	18,804.00	\$ 488,904
K	766	466	239.786	19,182.88	\$ 498,755
K	770	467	244.618	19,569.44	\$ 508,805
K	774	468	249.547	19,963.76	\$ 519,058
K	778	469	254.576	20,366.08	\$ 529,518
K	782	470	259.705	20,776.40	\$ 540,186
K	786	471	264.938	21,195.04	\$ 551,071
K	790	472	270.278	21,622.24	\$ 562,178
K	794	473	275.722	22,057.76	\$ 573,502
K	798	474	281.278	22,502.24	\$ 585,058
K	802	475	286.947	22,955.76	\$ 596,850
K	806	476	292.730	23,418.40	\$ 608,878
K	810	477	298.629	23,890.32	\$ 621,148
K	814	478	304.646	24,371.68	\$ 633,664
K	818	479	310.785	24,862.80	\$ 646,433
K	822	480	317.049	25,363.92	\$ 659,462
K	826	481	323.437	25,874.96	\$ 672,749
K	830	482	329.955	26,396.40	\$ 686,306

**NON-UNION SCHEDULE XIV: MEDICAL TECHNOLOGISTS
EFFECTIVE DECEMBER 1, 2017**

Grade	Old Step	New Step	12/1/17	New Biweekly	New Annual
T16	301	301	24.416	1,953.28	\$ 50,785.28
T16	305	302	24.906	1,992.48	\$ 51,804.48
T16	309	303	25.410	2,032.80	\$ 52,852.80
T16	313	304	25.921	2,073.68	\$ 53,915.68
T16	317	305	26.443	2,115.44	\$ 55,001.44
T16	321	306	26.976	2,158.08	\$ 56,110.08
T16	325	307	27.520	2,201.60	\$ 57,241.60
T16	329	308	28.074	2,245.92	\$ 58,393.92
T16	333	309	28.639	2,291.12	\$ 59,569.12
T16	337	310	29.216	2,337.28	\$ 60,769.28
T16	341	311	29.806	2,384.48	\$ 61,996.48
T16	345	312	30.406	2,432.48	\$ 63,244.48
T16	349	313	31.018	2,481.44	\$ 64,517.44
T16	353	314	31.643	2,531.44	\$ 65,817.44
T16	357	315	32.282	2,582.56	\$ 67,146.56
T16	361	316	32.932	2,634.56	\$ 68,498.56
T16	365	317	33.595	2,687.60	\$ 69,877.60
T16	369	318	34.272	2,741.76	\$ 71,285.76
T16	373	319	34.963	2,797.04	\$ 72,723.04
T16	377L	320L	35.668	2,853.44	\$ 74,189.44
T18	322	321	27.112	2,168.96	\$ 56,392.96
T18	326	322	27.657	2,212.56	\$ 57,526.56
T18	330	323	28.214	2,257.12	\$ 58,685.12
T18	334	324	28.782	2,302.56	\$ 59,866.56
T18	338	325	29.362	2,348.96	\$ 61,072.96
T18	342	326	29.956	2,396.48	\$ 62,308.48
T18	346	327	30.559	2,444.72	\$ 63,562.72
T18	350	328	31.174	2,493.92	\$ 64,841.92
T18	354	329	31.801	2,544.08	\$ 66,146.08
T18	358	330	32.442	2,595.36	\$ 67,479.36
T18	362	331	33.096	2,647.68	\$ 68,839.68
T18	366	332	33.762	2,700.96	\$ 70,224.96
T18	370	333	34.443	2,755.44	\$ 71,641.44
T18	374	334	35.138	2,811.04	\$ 73,087.04
T18	378	335	35.846	2,867.68	\$ 74,559.68
T18	382	336	36.568	2,925.44	\$ 76,061.44
T18	386	337	37.306	2,984.48	\$ 77,596.48
T18	390	338	38.057	3,044.56	\$ 79,158.56
T18	394	339	38.825	3,106.00	\$ 80,756.00
T18	398	340	39.606	3,168.48	\$ 82,380.48
T18	402L	341L	40.406	3,232.48	\$ 84,044.48

**NON-UNION SCHEDULE XVI: ATTORNEYS
EFFECTIVE DECEMBER 1, 2017**

Union Code	New Grade	New Step	Hourly	New Biweekly	New Annual
NONE	ATI	101	20.098	1,607.84	41,804
NONE	ATN	101	28.355	2,268.40	58,978
NONE	ATN	102	28.926	2,314.08	60,166
NONE	ATN	103	29.510	2,360.80	61,381
NONE	ATN	104	30.106	2,408.48	62,620
NONE	ATN	105	30.711	2,456.88	63,879
NONE	ATN	106	31.330	2,506.40	65,166
NONE	ATN	107	31.961	2,556.88	66,479
NONE	ATN	108	32.605	2,608.40	67,818
NONE	ATN	109	33.262	2,660.96	69,185
NONE	ATN	110	33.932	2,714.56	70,579
NONE	ATN	111	34.618	2,769.44	72,005
NONE	ATN	112	35.314	2,825.12	73,453
NONE	ATN	113	36.025	2,882.00	74,932
NONE	ATN	114	36.752	2,940.16	76,444
NONE	ATN	115	37.494	2,999.52	77,988
NONE	ATN	116	38.249	3,059.92	79,558
NONE	ATN	117	39.020	3,121.60	81,162
NONE	ATN	118	39.806	3,184.48	82,796
NONE	ATN	119	40.607	3,248.56	84,463
NONE	ATN	120L	41.426	3,314.08	86,166
NONE	AT3	101	41.633	3,330.64	86,597
NONE	AT3	102	42.472	3,397.76	88,342
NONE	AT3	103	43.327	3,466.16	90,120
NONE	AT3	104	44.203	3,536.24	91,942
NONE	AT3	105L	45.094	3,607.52	93,796
NONE	AT2	101	45.318	3,625.44	94,261
NONE	AT2	102	46.229	3,698.32	96,156
NONE	AT2	103	47.161	3,772.88	98,095
NONE	AT2	104	48.109	3,848.72	100,067
NONE	AT2	105	49.080	3,926.40	102,086
NONE	AT2	106L	50.071	4,005.68	104,148
NONE	AT1	101	50.571	4,045.68	105,188
NONE	AT1	102	51.591	4,127.28	107,309
NONE	AT1	103	52.631	4,210.48	109,472
NONE	AT1	104	53.691	4,295.28	111,677
NONE	AT1	105	54.772	4,381.76	113,926
NONE	AT1	106	55.876	4,470.08	116,222
NONE	AT1	107	57.001	4,560.08	118,562

New Grade	New Step	Hourly	New Biweekly	New Annual
AT1	108	58.151	4,652.08	120,954
AT1	109	59.323	4,745.84	123,392
AT1	110L	60.517	4,841.36	125,875
ATD	101	60.821	4,865.68	126,508
ATD	102	62.047	4,963.76	129,058
ATD	103	63.297	5,063.76	131,658
ATD	104L	64.572	5,165.76	134,310
ATS	101	65.875	5,270.00	137,020
ATS	102	67.200	5,376.00	139,776
ATS	103	68.554	5,484.32	142,592
ATS	104	69.938	5,595.04	145,471
ATS	105	71.347	5,707.76	148,402
ATS	106L	72.785	5,822.80	151,393

SCHEDULE XVI

Effective December 1, 2016

BUREAU OF HUMAN RESOURCES

Assistant Public Defender - Supervisors

<u>JOB CODE</u>	<u>GRADE</u>	<u>HOURLY SALARY RATE</u>	<u>BI-WEEKLY SALARY RATE</u>	<u>ANNUAL SALARY RATE</u>
0675	D01	52.189	4,175.12	\$108,553.12
0676	D02	55.053	4,404.24	\$114,510.24
0677	D03	56.417	4,513.36	\$117,347.36
0678	D04	57.659	4,612.72	\$119,930.72
0679	D05	58.472	4,677.76	\$121,621.76
0680	D06	59.097	4,727.76	\$122,921.76
0681	D07	61.341	4,907.28	\$127,589.28
0682	D08	62.756	5,020.48	\$130,532.48
0683	D09	67.252	5,380.16	\$139,884.16
0684	D10	65.677	5,254.16	\$136,608.16
0685	D11	73.704	5,896.32	\$153,304.32
0686	D12	79.555	6,364.40	\$165,474.40

**SCHEDULE XII
PHARMACIST
NON-UNION**

Effective 12/1/2016

**1ST
STEP**

RX4 12/1/2016	Hourly	66.505
	Bi-Weekly	5,320.40
	Annual	138,330
RXG 12/1/2016	Hourly	21.225
	Bi-Weekly	1,698.00
	Annual	44,148



LEAVES OF ABSENCE

Pursuant to a resolution by the members of the Board of Commissioners of Cook County, approved and adopted April 6, 1967, and amended periodically, all officers and employees of the County of Cook whose salaries or rates of compensation are fixed or established by the Board of Commissioners in the Annual Appropriation Bill shall be entitled to designated holidays and leave from duty in accordance with the provisions set forth herein, or as modified by the Chief of the Cook County Bureau of Human Resources or collective bargaining agreements which stipulate otherwise, or current policies in effect for the Cook County Bureau of Health Facilities, now the Cook County Health and Hospitals System which may deviate from these provisions.

The heads of the various County offices, agencies, departments, or institutions, in order to conduct the business of Cook County in an orderly and efficient manner, shall be permitted to make rules and regulations pertaining to their own particular office, department, agency, or institution, which is not inconsistent with the provisions, set forth herein. All questions concerning the specific application of the provisions of this resolution shall be interpreted and resolved by the Chief, Bureau of Human Resources.

It is the intent of the Board of Commissioners of Cook County that all provisions of this resolution shall apply to all designated officers and/or employees, without regard to race, color, gender, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income or housing.

I. LEAVES OF ABSENCE WITH PAY

A. DESIGNATION OF HOLIDAYS

1. The following days are hereby declared holidays, except in emergency and for necessary operations, for all salaried County officers and employees in the County offices, departments, or institutions. Employees of the Cook County Health and Hospitals System receive all of the following holidays except Casimir Pulaski's Birthday.

New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Abraham Lincoln's Birthday	February 12
George Washington's Birthday	Third Monday in February
Casimir Pulaski's Birthday	First Monday in March
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Christmas Day	December 25
Floating Holiday	

2. Employees must be on the payroll on the first day of the fiscal year in order to avail themselves of the floating holiday in that fiscal year. Employees shall lose the floating holiday if they do not use it by the end of the fiscal year in which it accrued or if they leave County service before using it.
3. All salaried employees shall be granted the above holidays, or equivalent paid days off per year.
4. Should a certain holiday fall on Saturday, the preceding Friday shall be set as the holiday; should a certain holiday fall on a Sunday, the following Monday shall be set as the holiday.
5. In addition to the above, any other day or part of a day shall be considered a holiday when so designated by the Cook County Board of Commissioners.

Note: Holiday benefits may vary for Cook County Health and Hospitals System employees.

B. SICK LEAVE

1. Sick leave may be used for illness, disability incidental to pregnancy or non-job related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury in the immediate family of the employee.
2. Cook County grants sick leave because an employee is unable to perform his/her assigned duties, or because the employee's presence at work would jeopardize the health of his/her coworkers. Accordingly, sick leave shall not be used for any purpose other than to cover an absence related illness and shall not be used as additional vacation leave.
3. All eligible salaried employees, other than seasonal employees, shall be granted sick leave with pay at the rate of one working day for each month of service. Sick leave accruals will be carried out in accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five (5) days in a pay period to accrue sick time in that period.
4. All individuals employed on a part-time work schedule of twenty (20) hours per week or more shall be granted sick leave with pay proportionate to the time worked per pay period.
5. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days, except Cook County Health and Hospital System employees who cannot exceed one hundred fifty (150) days. Records of sick leave credit and use shall be maintained by each office, department, or institution. Severance of employment terminates all rights for the compensation thereunder. Amount of leave accumulated at the time when any sick leave begins shall be available in full, and additional leave shall continue to accrue while an employee is using that already accumulated.
6. Sick leave may be used as maternity or paternity leave by employees.
7. After five (5) consecutive non-FMLA sick days, employees shall submit to their department head a doctor's certificate as proof of illness. Employees are not required to disclose medical conditions to their department heads.
8. The employee has the burden of establishing that an illness related absence was legitimate. Failure to provide such reasonable evidence of proof of illness may result in the denial of sick leave benefits, or revocation of benefits granted. The determination as to appropriateness of the sick leave will be made by the employee's supervisor.

In addition to denial of sick leave benefits, where the circumstances indicate that the employee is abusing sick leave, disciplinary measures may be taken.

9. If, in the opinion of the executive head of the office, department or institution, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine his/her vacation, sick leave and personal days with approval from the Chief, Bureau of Human Resources.
10. The employee may apply for disability under the rules and regulations established by the Cook County Annuity and Benefit Fund.

C. VACATION LEAVE

1. All officers and employees, other than seasonal employees and certain classifications of nursing personnel, who have completed one year of service with Cook County, including service mentioned in Paragraph 5 of this Section, shall be granted vacation leave with pay for periods as follows. Vacation accruals for employees of the Health and Hospitals System may vary in accordance with provisions of collective bargaining agreements or existing policies.

Note: Vacation benefits may vary for Cook County Health and Hospitals System employees.

2. Vacation accruals will be carried out in accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five days in a pay period to accrue vacation time in that period.
3. All individuals employed on a part-time work schedule of twenty (20) hours per week or more shall be granted vacation leave with pay proportionate to the time worked per pay period.
4. Employees may use only such vacation leave as has been earned and accrued provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service. The heads of the County offices, departments, or institutions may establish the time when the vacation shall be taken.
5. Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Metropolitan Water Reclamation District of Greater Chicago, agencies under the State of Illinois including, without limitation, the University System, the Chicago Transit Authority and/or the Chicago Board of Education shall have the right to have the period of such service credited and counted for the purpose of computing the number of years of service as employees of the County for vacation credit only. All discharges and resignations not followed by reinstatement within one (1) year shall interrupt continuous service, and shall result in the loss of all prior service credit. Credit for such prior service shall be established by filing, with the Chief of the Bureau of Human Resources, a certificate of such prior service from such former place or places of employment.
6. In the event an employee has not taken vacation leave as provided by reason of separation from service, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.
7. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.

8. Any Cook County employee who is a reemployed veteran shall be entitled to be credited with working time for each of the years absent due to military or naval service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County, shall be the same as if employment had continued without interruption by military service.
9. Holidays recognized by the Board of Commissioners of Cook County are not to be counted as part of a vacation.

D. BEREAVEMENT LEAVE

An employee will be entitled to a maximum of three (3) days of excused leave to attend a funeral, make arrangements, or grieve the death of a member of the employee's immediate family or household, and up to a maximum of ten (10) days to attend a funeral, make arrangements, or grieve the death of a child or up to a maximum of thirty (30) days to attend the funeral, make arrangements, or grieve the death of more than one child in a 12-month period. For purposes of this section, immediate family includes mother, father, husband/wife, domestic partner, civil union partner, child (including stepchildren and foster children), brothers, sisters, grandchildren, grandparents, spouse's parents, or such persons who have reared the employee.

In all instances, employees will be paid for the first three (3) days of bereavement leave for each occurrence. Unless impracticable, the employee must provide the Supervisor and leave coordinator with at least 48 hours' advance notice of the intention to take bereavement leave. The leave must be completed within 60 days after the date on which the employee received notification of death of the employee's child, immediate family or household member, unless otherwise approved.

Leave requested to attend the funeral of someone other than a member of an employee's immediate family or household may be granted, but time so used shall be deducted from the accumulated vacation or personal leave of the employee making the request.

E. JURY DUTY

Approval will be granted for leave with pay for any jury duty imposed upon any officer or employee of the County of Cook. However, any compensation, exclusive of travel allowance received, must therefore be turned over to the County of Cook by said officer or employee.

F. VETERANS' CONVENTION LEAVE

Any employee who is a delegate or alternate delegate to a national or state convention of a recognized veterans' organization may request a leave of absence for the purpose of attending said convention, provided, however, that any employee requesting a leave of absence with pay must meet the following conditions: The employee must be a delegate or alternate delegate to the convention as established in the by laws of the organization.

- The employee must register with the credentials committee at the convention headquarters.
- The employee's name must appear on the official delegate-alternate rolls that are filed at the state headquarters of their organization at the close of the convention.

- The employee must have attended no other veterans' convention, with a leave of absence with pay, during the fiscal year.
- The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating attendance.

G. PERSONAL DAYS

1. All employees, except trades (grade X), those in a per diem pay status, and those of the Cook County Health and Hospitals System, shall be permitted four (4) days off with pay each fiscal year. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half (1/2) day at a time.
2. Employees entitled to receive such leave, who enter Cook County employment during the fiscal year, shall be given credit for such personal leave at the rate of one (1) day for each full fiscal quarter in pay status; except that two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters. No more than four (4) personal days may be used in a fiscal year.
3. Personal days shall not be used as additional vacation leave. If the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave with approval from the Chief, Bureau of Human Resources.
4. Personal days may not be used consecutively unless approved by the department head.
5. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee, subject to department head approval.
6. In crediting personal days, the fiscal year shall be divided into the following fiscal quarters;

1st Quarter	—	December, January, February
2nd Quarter	—	March, April, May
3rd Quarter	—	June, July, August
4th Quarter	—	September, October, November

Note: Personal day benefits may vary for Cook County Health and Hospitals System employees.

7. No more than one (1) personal day may be carried over to the next fiscal year.
8. Severance of employment shall terminate all rights to accrued personal days.

H. MILITARY SERVICE LEAVE

Employees called to perform uniformed service, whether in the reserves or on active duty, and whether members of the United States Marines Corps, Army, Navy, Air Force, Coast Guard, Army National Guard, Air National Guard, Commissioned Corps of the Public Health Service, and/or any reserve component of the State of Illinois and others

designated by the President of the United States in a time of war or emergency, will be provided Military leave in accordance with state and federal law.

Employees have reemployment rights upon completion of military service, subject to terms outlined in the Military Leave Policy. The County is not required to maintain temporary positions while an employee is on Military Service Leave.

Employees should contact respective Human Resources Departments/Bureaus with questions pertaining to Military Service Leave.

I. FAMILY MILITARY SERVICE LEAVE

An eligible employee who has exhausted all vacation leave, personal leave, compensatory leave and any other leave granted to the employee, except sick and disability leave, may take up to 30 days of unpaid Family Military Leave due to the employee's spouse or child being called to military service. The number of days of leave provided under the Illinois Family Military Leave Act will be reduced by the number of days of Qualifying Exigency Leave provided under the Family Medical Leave Act ("FMLA") and further detailed in the County's FMLA Policy.

Employees should contact respective Human Resources Departments/Bureaus with questions pertaining to Family Military Service Leave.

II. LEAVES OF ABSENCE WITHOUT PAY

Unless otherwise noted, during a Leave of Absence Without Pay, employees are responsible for continued payment of the employee contribution portion of their health insurance benefits and as invoiced by the Department of Risk Management.

A. PERSONAL LEAVE

An employee not affected by the leave of absence rules as administered under collective bargaining agreements or the Merit Board may be granted a leave of absence, without pay, by the head of a department with the written approval of the Chief, Bureau of Human Resources. Upon approval by the Chief, Bureau of Human Resources, the department shall provide the County Comptroller with the name of any employee on leave of absence. Such leave of absence shall be limited to one month for every full year of continuous employment by the County, with a maximum of one year of leave, except for military service. During a personal leave, the employee may request to maintain insurance benefits; however, the employee on personal leave will be required to pay the full cost of such insurance benefits on a monthly basis in order to maintain such insurance benefits. The County shall not pay any insurance benefits and is authorized to terminate such insurance benefits following notice to the employee on personal leave of the employee's failure to pay the costs of such insurance benefits on a monthly basis. An employee granted a leave of absence shall be eligible, when such leave expires, to receive the salary he or she received at the time the leave of absence was granted.

B. MATERNITY/PATERNITY ABSENCE

Cook County is committed to supporting employees and their families, particularly when parents require time off to handle the added responsibilities of a new child. Upon the birth of a child or placement of a child for adoption or foster care, County employees have several leave options available including:

- Paid Parental Leave (available to non-union employees only)
- Paid leave using accrued sick, vacation, or compensatory time;
- Unpaid parental leave;
- Ordinary disability benefits for partially paid leave for eligible employees.

FMLA will run concurrently with maternity/paternity leave. Employees are not required to use all accrued sick or vacation time before going on any parental leave or pregnancy disability.

The County shall continue to pay its share of health insurance during maternity/paternity leave. Disability benefits may also be available to qualified individuals through the County's Employees' Annuity & Benefit Fund.

C. FAMILY AND MEDICAL LEAVE (FMLA)

Employees who have been employed by the County for at least 12 months and have worked at least 1,250 hours during the previous 12-month period may be eligible for FMLA. An eligible employee is entitled to a total of 12 work weeks of leave in a 12-month period for one of the following reasons:

- Due to the birth of a the child of the employee and to care for the child;
- Due to the placement of a child for adoption or foster care;
- In order to care for employee's spouse, child or parent who has a serious health condition;
- Due to the employee's serious health condition that renders the employee unable to perform the functions of his or her job.
- Employee may take a Family Medical leave on a continuous, intermittent or on a reduced schedule basis.
- Due to any qualifying exigency arising out of the fact that the spouse, or a son, daughter, or parent of the employee is on covered active duty (or has been notified of an impending call or order to covered active duty) in the Armed Forces.
- An eligible employee is entitled to a total of 26 work weeks of unpaid leave in a 12 month period if he or she is the spouse, son, daughter, parent, or next of kin of a member or veteran (within the last five years of the United States Armed Forces who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness, and the eligible employee is required to care for the service member. An employee's combined leave total may not exceed 26 work weeks in a 12-month period.

- An eligible employee may take Family Medical Leave on a continuous, intermittent, or reduced schedule basis.
- If the need is foreseeable must provide the Bureau of Human Resources with 30 days' advance notice of the FMLA leave. When the need is not foreseeable, the employee must provide the Bureau of Human Resources with the notice of the intention to take leave as soon as is reasonable and practicable.
- Employees and their physician must provide sufficient certification supporting the need for the leave to the Bureau of Human Resources. Necessary Form(s) may be obtained from the Bureau of Human Resources.
- The Family Medical Leave approved by the Bureau of Human Resources may be used for the purpose of the original authorization, only.
- Employees are required to have a physician submit FMLA recertification documents if the type of leave changes.
- The County shall pay its share of an employee's health insurance for the duration of FMLA leave.

D. VICTIMS' ECONOMIC SECURITY AND SAFETY ACT (VESSA)

An employee who is a victim of domestic or sexual violence (sexual assault or stalking) or an employee who has a family or household member who is a victim of domestic or sexual violence whose interests are not adverse to the employee as it relates to the domestic or sexual violence may be eligible to take VESSA leave from the first day of employment if the employee or employee's family or household member is experiencing an incident of domestic or sexual violence or to address domestic or sexual violence as provided in the County's VESSA Leave Policy. Employees seeking VESSA leave should notify the leave coordinator at least forty-eight (48) hours in advance of taking VESSA leave, unless such notice is not practicable. If such notice is not practicable, then the employee must provide notice of VESSA leave within a reasonable time period.

III. DISABILITY PROVISIONS

Employees should contact the Cook County Annuity and Benefit Fund ("Fund") to obtain an application, benefit information, eligibility rules, and other documentation pertaining to ordinary or duty-related disability.

A. ORDINARY DISABILITY

Ordinary disability is the result of injury or illness due to any cause other than that incurred in the performance of an act of duty. Employees seeking ordinary disability benefits are required to use all accrued paid leave (sick, personal and vacation) before any disability payment can be made by the Fund.

Employees must also inform their supervisors and department heads of their intention to apply for disability, as well as the length and terms of any benefits granted by the Fund. Employees must notify their department heads of their readiness to return to work before the termination dates of their disability leaves. In all cases, employees must notify their department heads within one business day after being released for duty by a physician or the expiration of bene-fits, whichever comes first.

An employee who is on official disability leave and returns to work within 60 calendar days after disability leave is terminated shall be eligible to receive the salary paid at the time disability leave started, provided the budget of the department can accommodate the salary and, if not, the employee shall be eligible to have the salary received at the time disability leave started restored at the earliest possible date.

B. DUTY-RELATED DISABILITY

Duty-related disability results from injury or illness that arises out of and in the course of employment and in accordance with the Illinois Worker's Compensation Act, 820 ILCS 305, et seq..

1. It is the responsibility of injured employees to report any injury, regardless of severity, as soon as possible to their supervisor. The responding supervisor should ensure that the employee is provided with the appropriate medical response to the injury. The supervisor may, depending on the nature of the injury, request outside medical response to the situation. Once the injured employee provides verbal notice, the supervisor or manager is responsible for reporting the claim to the Department of Risk Management:
2. Cook County Department of Risk Management is responsible for the administration and payment of Worker's Compensation benefits for injuries or illness sustained in the course and scope of employment with Cook County. The Department of Risk Management performs these duties in accordance with the Illinois Workers' Compensation Act.
3. The injured worker is required to cooperate with the Department of Risk Management and at a minimum, must provide written medical updates within 24 hours of any evaluation and updated medical information and work restrictions every 30 days or as otherwise requested. The work restrictions should be shared with the employing department, and the employing department should make an effort to provide modified duty as outlined in the work restrictions.
4. Any employee who is off duty and receiving supplemental temporary total disability may be eligible to receive duty disability benefits as provided under the provisions of the Cook County Employees Annuity and Disability Fund. Separate application must be made with the Fund.
5. No employee shall return to duty after having been carried on supplemental temporary total disability or on temporary total disability compensation without a physician's approval to return to work and authorization from Cook County.

IV. MAINTENANCE OF RECORDS

- A. The Cook County Bureau of Human Resources shall maintain records of leave for employees under the jurisdiction of the President of the Cook County Board of Commissioners.
- B. Respective elected officials and/or Departments/Bureaus shall maintain leave records for employees not under the jurisdiction of the President of the Cook County Board of Commissioners.

